



State of Washington

Compensation Plan

for General Government and Higher Education

September 1, 2005

Introduction

This manual outlines Washington State's Compensation Plan to include classification and compensation related information and the supporting rules for General Service, Exempt Management Service and Higher Education employees under the salary setting authority of the Director of the Department of Personnel. All classification and compensation changes, adopted by the Washington Personnel Resources Board and the Director of the Department of Personnel through August 2005 are included in this Compensation Plan.

The salary schedules and special pay ranges referenced in this manual do not apply to many higher education positions. If you are covered by a union contract that was negotiated directly with your college or university, please see your institution's web site for the appropriate salary information.

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SPECIAL PAY RANGE DESCRIPTIONS

A special pay range is a unique salary range assigned to a position or class.

WAC 357-28-025 states in part that these ranges are used for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in [RCW 41.06.133](#).

An affected class is identified by a letter designation following the basic salary range number or by a letter designation preceding a number. In the latter case, a special salary schedule will be used for such classes.

“D” RANGE: This range is a single level hourly rate equivalent to one-half of step A of range 29. It is payable to employees who have dog handler assignments, and only while they are off duty, but are still required to care for the dog in their charge (usually at home). Work time to be paid at “D” range includes, but is not limited to time required for daily feeding, exercising, grooming, and emergency health care of the dog, and care and cleaning of the kennel.

“E” RANGE: This range is used for classes having a prevailing pay range which is shorter than Washington’s standard ranges. An “E” range is a standard range with the first four steps removed. Thus, the first step of such a range is the same as Step E of the standard range having the same range number. Periodic increases through the steps of this range are made at the same intervals as through standard ranges, i.e., a two-step increase after six months at Step E and two annually thereafter up to the maximum step of the range.

“G” RANGE: This range is used for classes having a prevailing pay range which is shorter than Washington’s standard ranges. A “G” range is a standard range with the first six steps removed. Thus, the first step of such a range is the same as Step G of the standard range having the same range number. Periodic increases through the steps of this range are made at the same intervals as through standard ranges, i.e., a two-step increase after six months at Step G and two annually thereafter up to the maximum step of the range.

“I” RANGE: This range is always ten ranges higher than the range approved for lottery district sales representative or lottery telemarketing representative 1 and 2 and it may be applied only to those classifications. Use of this range is limited to sales incentive programs which: (a) may not exceed thirteen weeks for any program; (b) may not exceed four programs in any consecutive twelve months; (c) require achievement of specific goals which are set for each program by the lottery, such goals to be in excess of normal performance standards for the class.

The lottery is authorized to compensate individual employees on the “I” range for not more than three months as a result of any one sales incentive program, with the number of months stipulated in the incentive program announcement. Within these limits, movement of any employee to and from the “I” range will be at the discretion of the lottery, and shall be from and to the same step, subject to change by the employee’s period increment date.

“J” RANGE: This range consists of the single rate per hour of salary range 62, step K. Use is limited to lottery employees who volunteer and are selected for lottery drawing duty as on of the following: (a) the lottery drawing official (LDO); (b) the lottery security official (LSO); or (c) the headquarters drawing official (HDO), as described under lottery procedures.

Employees performing these functions during their normal working shift will not be eligible for “J” range compensation. Employees performing these functions outside of their shift will be compensated by the “J” rate on an hourly basis with a two-hour minimum per drawing period.

SPECIAL PAY RANGE DESCRIPTIONS (Continued)

“L” RANGE: This range is used only for the class of liquor store clerk (228A). The “L” range was designed to more closely parallel the prevailing pay structure for retail clerks in private industry. Periodic increases through the steps of the “L” range are made at the same intervals as through a standard range. Normal progression is steps A, D, G, and K, which represents ten percent per periodic increases. (See page 78 for Salary Schedule).

“N” RANGE: This range is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington’s standard ranges. An “N” range is a standard range, step A through K, with eight added steps, L through S. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase each year up to the maximum step of the range. (See pages 79 through 81 for Salary Schedule).

“N1” RANGE: This range applies to nurses represented by local 1199, and is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than Washington’s standard ranges. An “N1” range is a standard range, step A through K, with nine added steps, L through T. Periodic increases through step K of these ranges are made at the same intervals as through standard ranges. Thereafter, an employee receives a one-step increase each year up to the maximum step of the range. (See pages 82 through 84 for Salary Schedule).

“SP” RANGE: This range is used by the State Patrol for the commercial vehicle enforcement officer, commercial vehicle officer, and communication officer series. (See pages 85 and 86 for Salary Schedule).

“T” RANGE: This range is used for the classes of institution teachers. It is constructed by identifying step K of the regular state range as “step 10” of the “T” range; the lower nine steps are each two regular state range steps apart. Advancement through this range is at the rate of one step per year. (See page 87 for Salary Schedule).

“V” RANGE: This range is for the classes of teachers of the deaf or blind and the Principal, Washington State School for the Blind. “V” ranges are the same as the current ranges of Vancouver, Washington School District #37 for certificated employees of similar background and experience. Advancement through the range is at the rate of one step per year.

Classification Listing

The following pages contain an alphabetic list of general service and higher education classifications.

Column Headings

Class Code:	Numeric code of class
Class Title:	Title of class
Salary Range:	Current base range
EEO Code:	Equal Employment Opportunity Alphabetic Character – EEO-4 General Government (See APPENDIX) Numeric Character – EEO-6 Higher Education (See APPENDIX)
Employer:	General government employer (GG). Any agency as defined by RCW 41.06.020 who is not a higher education employer. Higher education employer (HE). The University of Washington, Washington State University, Central Washington University, Eastern Washington University, Western Washington University, The Evergreen State College, the various state community colleges, the state board for community and technical colleges, the higher education coordinating board, and such other boards, councils, and commissions related to higher education as may be established.

Special Notes

“+”	Classes marked with a “+” have an extended probationary period of 12 months. Probationary Period is the initial period of employment following certification and appointment to, or reemployment in, the classified service. The probationary period continues for 6 to 12 months as determined under the provisions of WAC 357-19-040 .
“AP”	Assignment Pay. Classifications (or individual positions) which have an Assignment Pay Reference (See pages 88 - 95)

JOB CLASSIFICATION ALPHABETICAL LISTING

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER	
3020	ACCOUNTANT	40	3	HE	
3021	ACCOUNTANT, PRINCIPAL	44	3	HE	
3022	ACCOUNTANT, SENIOR	50	3	HE	
3010	ACCOUNTING SUPERVISOR I	48	3	HE	
3011	ACCOUNTING SUPERVISOR II	52	3	HE	
16230	ACCOUNTS AUDITOR 2	35	B	GG	
25280	ACCREDITED HEALTH RECORD TECHNICIAN	38	C	GG	
05060	ACTUARIAL ANALYST 1	45	B	GG	
05061	ACTUARIAL ANALYST 2	55	B	GG	
05062	ACTUARIAL ANALYST 3	65	B	GG	
05071	ACTUARY	88	A	GG	
05070	ACTUARY ASSOCIATE	78	B	GG	
05050	ACTUARY SENIOR	93	A	GG	
04980	+ ACTUARY, INSURANCE POLICY AND RATE REGULATION	81	A	GG	
09520	ADMINISTRATIVE ASSISTANT 1	32	E	GG	
09530	ADMINISTRATIVE ASSISTANT 2	35	E	GG	
09540	ADMINISTRATIVE ASSISTANT 3	39	B	GG	
09560	ADMINISTRATIVE ASSISTANT 4	46	B	GG	
09570	ADMINISTRATIVE ASSISTANT 5	50	B	GG	
2045	ADMINISTRATIVE ASSISTANT A	39	4	HE	
2046	ADMINISTRATIVE ASSISTANT B	42	4	HE	
09950	ADMINISTRATIVE INTERN 1	21	E	E	GG
09960	ADMINISTRATIVE INTERN 2	27	E	E	GG
09970	ADMINISTRATIVE INTERN 3	29	E	E	GG
09730	ADMINISTRATIVE OFFICER 1	49	B	GG	
22050	ADMINISTRATIVE PROGRAM SPECIALIST 1	53	B	GG	
22070	ADMINISTRATIVE PROGRAM SPECIALIST 2	59	B	GG	
11610	ADMINISTRATIVE REGULATIONS ANALYST 1	51	B	GG	
11630	ADMINISTRATIVE REGULATIONS ANALYST 2	57	B	GG	
11710	ADMINISTRATIVE REGULATIONS COORD	44	B	GG	
2009	ADMINISTRATIVE SERVICES MANAGER A	44	1	HE	
2010	ADMINISTRATIVE SERVICES MANAGER B	49	1	HE	
2011	ADMINISTRATIVE SERVICES MANAGER C	54	1	HE	
09250	ADMINISTRATIVE TRAINEE 1	27	E	GG	
09260	ADMINISTRATIVE TRAINEE 2	32	E	GG	
09270	ADMINISTRATIVE TRAINEE 3	35	E	GG	
56870	+ ADULT TRAINING SPECIALIST 1	34	E	GG	
56880	ADULT TRAINING SPECIALIST 2	39	E	GG	
56890	ADULT TRAINING SPECIALIST 3	42	E	GG	
56910	ADULT TRAINING SUPERVISOR	56	B	GG	
53210	ADVISORY LABORATORIAN 1	56	B	GG	
09380	AERONAUTICS PROGRAM SPECIALIST	49	B	GG	
2583	AFFIRMATIVE ACTION/HUMAN RIGHTS ASSISTANT	41	4	HE	
3028	AGENCY ACCOUNTS OFFICER I	54	3	HE	

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
3029	AGENCY ACCOUNTS OFFICER II	57	3	HE
44600	+ AGRICULTURAL AIDE	26	E	GG
44820	AGRICULTURAL CHEMICAL SPECIALIST	49	B	GG
44810	+ AGRICULTURAL CHEMICAL SPECIALIST IN-TRAINING	42	B	GG
44830	AGRICULTURAL CHEMICAL SPECIALIST, SENIOR	55	B	GG
04430	+ AGRICULTURAL MARKET DEVELOPMENT SPECIALIST	49	B	GG
4505	AGRICULTURAL RESEARCH TECH II	40	3	HE
4506	AGRICULTURAL RESEARCH TECH III	45	3	HE
4504	AGRICULTURAL RESEARCH TECHNOLOGIST I	35	3	HE
44620	+ AGRICULTURAL TECHNOLOGIST	36	B	GG
72250	AIRCRAFT MECHANIC	49	E G	GG
5304	AIRCRAFT MECHANIC	42	G	HE
72260	AIRCRAFT MECHANIC SUPERVISOR	51	G	GG
5305	AIRCRAFT MECHANIC/INSPECTOR	46	G	HE
5306	AIRCRAFT MECHANIC/INSPECTOR LEAD	49	G	HE
73480	AP AIRCRAFT PILOT 1	47	G	GG
73500	AP AIRCRAFT PILOT 2	51	G	GG
6118	ALCOHOLISM THERAPIST I	48	3	HE
6119	ALCOHOLISM THERAPIST II	51	3	HE
6328	ANATOMIC PATHOLOGY LABORATORY SUPERVISOR	51	5	HE
6326	ANATOMIC PATHOLOGY TECHNICIAN	41	5	HE
6325	ANATOMIC PATHOLOGY TECHNICIAN TRAINEE	35	5	HE
6327	ANATOMIC PATHOLOGY TECHNOLOGIST	46	5	HE
6313	ANESTHESIOLOGY TECHNICAL SERVICES SUPR	54	5	HE
6310	ANESTHESIOLOGY TECHNICIAN I	30	5	HE
6312	ANESTHESIOLOGY TECHNICIAN II	47	5	HE
6311	ANESTHESIOLOGY TECHNICIAN LEAD	50	5	HE
4724	ANIMAL TECHNICIAN I	25	7	HE
4725	ANIMAL TECHNICIAN II	26	5	HE
4726	ANIMAL TECHNICIAN III	30	5	HE
4727	ANIMAL TECHNICIAN SUPERVISOR	35	5	HE
5310	APPLIANCE MECHANIC I	33	G	HE
5311	APPLIANCE MECHANIC II	39	G	HE
70520	APPRENTICE - CONSTRUCTION AND MAINTENANCE PROJECT SPECIALIST I	APP*	G	GG
13730	APPRENTICE - INDUSTRIAL RELATIONS AGENT	APP*	B	GG
13760	APPRENTICE - L&I AUDITOR 3	APP*	B	GG
13755	APPRENTICE - WORKERS' COMPENSATION ADJUDICATOR 2	APP*	B	GG
18970	APPRENTICESHIP COORDINATOR 1	49	B	GG
18971	APPRENTICESHIP COORDINATOR 2	52	B	GG
64240	ARCHITECT 1	61	B	GG
64260	ARCHITECT 2	65	B	GG
4667	ARCHITECT SUPERVISOR A	64	3	HE
4668	ARCHITECT SUPERVISOR B	68	3	HE
64180	ARCHITECT, SUPERVISORY - TRANSPORTATION	73	A	GG
25495	ARCHIVES ASSISTANT	38	E	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
25500	ARCHIVIST	48	B	GG
25660	ARTS PROGRAM ASSISTANT	35	B	GG
25661	ARTS PROGRAM MANAGER 1	43	B	GG
70092	ASBESTOS, FIRE/LIFE SAFETY & INSULATION SPECIALIST	45	C	GG
2025	ASSISTANT ARCHIVIST	38	3	HE
5611	ASSISTANT CHIEF ENGINEER	49	G 6	HE
41890	ASSISTANT DEPUTY STATE FIRE MARSHAL	42	D	GG
4658	ASSISTANT FACILITIES DESIGNER	48	3	HE
4610	ASSISTANT FACILITIES ENGINEER	48	3	HE
4415	ASSISTANT FINANCIAL AID DIRECTOR	44	3	HE
41950	ASSISTANT FIRE CHIEF - DOC	47	A	GG
4550	ASSISTANT HERDS MANAGER	32	5	HE
13510	ASSISTANT STATE AUDITOR 1	42	B	GG
13520	+ ASSISTANT STATE AUDITOR 2	48	B	GG
13540	AP,+ ASSISTANT STATE AUDITOR 3	54	B	GG
13560	AP ASSISTANT STATE AUDITOR 4	61	B	GG
5621	ASSISTANT STEAM ENGINEER	39	G 6	HE
37103	ASSISTIVE TECHNOLOGY AND ASSESSMENT PRACTITIONER 1	55	B	GG
37104	ASSISTIVE TECHNOLOGY AND ASSESSMENT PRACTITIONER 2	57	B	GG
4659	ASSOCIATE ARCHITECT	54	3	HE
4611	ASSOCIATE FACILITIES ENGINEER	54	3	HE
69910	ASSOCIATE MARINE ENGINEER	53	B	GG
304D	ASSOCIATE MEDICAL DIRECTOR - CHIROPRACTIC	82	A	GG
51700	ASSOCIATE MEDICAL DIRECTOR - L&I	91	B	GG
56780	ATTENDANT COUNSELOR 1	32	E	GG
56810	ATTENDANT COUNSELOR 2	34	E	GG
56820	ATTENDANT COUNSELOR 3	37	E	GG
56840	ATTENDANT COUNSELOR MANAGER	46	E	GG
56770	ATTENDANT COUNSELOR TRAINEE	29	E	GG
429C	+ ATTORNEY GENERAL INVESTIGATOR 3	55	B	GG
429D	+ ATTORNEY GENERAL INVESTIGATOR 4	61	B	GG
32480	AUDIOLOGIST	50	B	GG
6174	AUDIOLOGIST	57	3	HE
32510	AUDIOLOGIST, SCHOOL FOR THE DEAF		V B	GG
13490	AUDIT INTERN	27	B	GG
14660	AUDIT SPECIALIST 1 - TRANSPORTATION	37	B	GG
14661	AUDIT SPECIALIST 2 - TRANSPORTATION	46	B	GG
14662	AUDIT SPECIALIST 3 - TRANSPORTATION	52	B	GG
14663	AUDIT SPECIALIST 4 - TRANSPORTATION	56	B	GG
14664	AUDIT SPECIALIST 5 - TRANSPORTATION	59	B	GG
3030	AUDITOR I	42	3	HE
3031	AUDITOR II	48	3	HE
73050	AUTOMOBILE DRIVER	23	H	GG
72050	AUTOMOTIVE BODY REPAIR TECHNICIAN	41	E G	GG
72070	AUTOMOTIVE MECHANIC	41	E G	GG

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
72100	AUTOMOTIVE MECHANIC SUPERVISOR 1	45	E	G	GG
72110	AUTOMOTIVE MECHANIC SUPERVISOR 2	49	E	G	GG
69020	AVALANCHE CONTROL SUPERVISOR	56		C	GG
69010	+ AVALANCHE CONTROL TECHNICIAN	48		C	GG
69000	+ AVALANCHE CONTROL TRAINEE	44		D	GG
72230	AVIATION MAINTENANCE MANAGER	53		A	GG
4030	BAKER	30		7	HE
80400	BAKER 1	34		H	GG
80420	BAKER 2	38		H	GG
4031	BAKER LEAD	33		7	HE
19294	BASIC HEALTH PLAN REPRESENTATIVE	52		B	GG
19292	BENEFITS MARKETING REPRESENTATIVE	52		B	GG
13200	BENEFITS SPECIALIST 1	34		B	GG
13210	BENEFITS SPECIALIST 2	40		B	GG
02930	BINDERY WORKER 2	27		G	GG
4704	BIOMEDICAL ELECTRONICS TECHNI SUPR I	52		5	HE
4700	BIOMEDICAL ELECTRONICS TECHNICIAN I	38		5	HE
4701	BIOMEDICAL ELECTRONICS TECHNICIAN II	44		5	HE
4702	BIOMEDICAL ELECTRONICS TECHNICIAN III	48		5	HE
4703	BIOMEDICAL ELECTRONICS TECHNICIAN LEAD	50		5	HE
5630	BOILER OPERATOR	35	G	6	HE
3223	BOOKSTORE BUYER	36		4	HE
3210	BOOKSTORE MANAGER ASSISTANT	42		1	HE
3213	BOOKSTORE MANAGER C	53		1	HE
3224	BOOKSTORE SUPERVISOR	37		1	HE
44400	BRAND CONTROL SPECIALIST	32		F	GG
44410	+ BRAND INSPECTOR 1	32		C	GG
44420	BRAND INSPECTOR 2	39		C	GG
66400	AP,+ BRIDGE ENGINEER 1	51		B	GG
66410	AP BRIDGE ENGINEER 2	55		B	GG
66420	AP BRIDGE ENGINEER 3	59		B	GG
66430	AP BRIDGE ENGINEER 4	63		B	GG
66440	AP BRIDGE ENGINEER 5	67		B	GG
66450	AP BRIDGE ENGINEER 6	71		A	GG
66451	BRIDGE ENGINEER 7	75		A	GG
66380	BRIDGE TECHNICIAN 1	42		C	GG
66385	BRIDGE TECHNICIAN 2	48		C	GG
71300	AP BRIDGE TENDER	36	E	H	GG
3550	BROADCAST TECHNICIAN I	35		5	HE
3551	BROADCAST TECHNICIAN II	41		5	HE
3552	BROADCAST TECHNICIAN III	45		5	HE
3553	BROADCAST TECHNICIAN SUPERVISOR	49		5	HE
3035	BUDGET ANALYST I	42		3	HE
3036	BUDGET ANALYST II	46		3	HE
3040	BUDGET ANALYST III	50		3	HE

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
3037	BUDGET ANALYST LEAD	53	3	HE
3041	BUDGET ANALYST SUPERVISOR	56	3	HE
12360	BUDGET PROGRAM SPECIALIST 1	44	B	GG
12370	BUDGET PROGRAM SPECIALIST 2	48	B	GG
12380	BUDGET PROGRAM SPECIALIST 3	52	B	GG
12390	BUDGET PROGRAM SPECIALIST 4	54	B	GG
12400	BUDGET PROGRAM SPECIALIST 5	58	B	GG
3024	BUDGET PROGRAM SPECIALIST I	50	1	HE
3025	BUDGET PROGRAM SPECIALIST II	54	1	HE
4662	BUILDING CONSTRUCTION SPECIALIST	60	3	HE
110B	BUILDING COORDINATOR 2	30	4	HE
110D	BUILDING COORDINATOR 4	35	4	HE
64200	BUILDING DESIGNER 1	49	B	GG
64220	BUILDING DESIGNER 2	55	B	GG
5215	BUILDINGS AND GROUNDS SUPERVISOR A	48	6	HE
5216	BUILDINGS AND GROUNDS SUPERVISOR B	54	6	HE
5217	BUILDINGS AND GROUNDS SUPERVISOR C	60	6	HE
14970	+ BUSINESS AND PROFESSIONS AUDITOR 1	45	B	GG
14980	BUSINESS AND PROFESSIONS AUDITOR 2	51	B	GG
11250	BUSINESS ENTERPRISE PROGRAM ASSISTANT	38	B	GG
3119	BUYER I	38	3	HE
3120	BUYER II	44	3	HE
3122	BUYER III	49	3	HE
3121	BUYER SUPERVISOR	53	3	HE
2620	CAMPUS POLICE CAPTAIN	65	7	HE
2625	CAMPUS POLICE CORPORAL	52	7	HE
2640	CAMPUS POLICE INVESTIGATOR	59	7	HE
2622	CAMPUS POLICE LIEUTENANT	60	7	HE
2626	+ CAMPUS POLICE OFFICER	50	7	HE
2624	CAMPUS POLICE SERGEANT	55	7	HE
2634	CAMPUS SECURITY LIEUTENANT	56	7	HE
2638	CAMPUS SECURITY OFFICER	46	7	HE
2636	CAMPUS SECURITY SERGEANT	51	7	HE
2630	CAMPUS SECURITY/SAFETY SUPERVISOR	57	1	HE
6364	CARDIAC MONITOR TECHNICIAN	34	5	HE
6422	CARDIAC SONOGRAPHER I	50	5	HE
6423	CARDIAC SONOGRAPHER II	52	5	HE
6427	CARDIAC SONOGRAPHER LEAD	56	5	HE
6424	CARDIAC SONOGRAPHER SPECIALIST	54	5	HE
6428	CARDIAC SONOGRAPHER SUPERVISOR	60	5	HE
4407	CAREER PLANNING AND PLACEMENT OFFICER	48	3	HE
83120	CARETAKER	26	H	GG
70150	CARPENTER	41	E G	GG
5330	CARPENTER	39	G	HE
5329	* CARPENTER APPRENTICE	APP*	7	HE

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
5331	CARPENTER LEAD	42	G	6	HE
5332	CARPENTER SUPERVISOR	46	G	6	HE
70170	CARPENTER SUPERVISOR 1	45	E	G	GG
70180	CARPENTER SUPERVISOR 2	49	E	G	GG
5328	CARPENTER TRADE TRAINEE	33	C	7	HE
5033	CARPET CLEANER	26		7	HE
4650	CARTOGRAPHER	43		3	HE
65530	CARTOGRAPHER 1	45		B	GG
65570	CARTOGRAPHER 2	52		B	GG
65520	CARTOGRAPHIC TECHNICIAN	40		C	GG
65610	CARTOGRAPHY SUPERVISOR	61		B	GG
13000	CASH FLOW COORDINATOR	50		B	GG
12990	CASH FLOW COORDINATOR ASSISTANT	42		B	GG
12910	CASHIER 1	30		F	GG
12920	CASHIER 2	35		F	GG
12930	CASHIER 3	38		F	GG
12940	CASHIER 4	41		F	GG
12900	CASHIER ASSISTANT	26		F	GG
3070	CASHIER I	28		4	HE
3071	CASHIER II	30		4	HE
3073	CASHIER LEAD	32		4	HE
3072	CASHIER SUPERVISOR	35		4	HE
2050	CENTRAL SERVICES SUPERVISOR I	42		7	HE
77020	CENTRAL SUPPLY SUPERVISOR 1	38		F	GG
77030	CENTRAL SUPPLY SUPERVISOR 2	42		F	GG
77010	CENTRAL SUPPLY TECHNICIAN	35		F	GG
38780	CHAPLAIN 1	47		B	GG
38790	CHAPLAIN 2	51		B	GG
3230	CHECKSTAND OPERATOR	23		4	HE
53800	CHEMIST 1	44		B	GG
53820	CHEMIST 2	50		B	GG
53830	CHEMIST 3	56		B	GG
53840	CHEMIST 4	62		A	GG
5610	CHIEF ENGINEER	53		6	HE
46725	CHILD SUPPORT PROGRAM ADMINISTRATOR	56		A	GG
60500	CIVIL ENGINEER 1	49		B	GG
60520	CIVIL ENGINEER 2	55		B	GG
60540	CIVIL ENGINEER 3	61		B	GG
60560	CIVIL ENGINEER 4	65		B	GG
43990	CLAIMS MANAGEMENT SPECIALIST	45		B	GG
424A	+ CLAIMS OFFICER 1 - DSHS	55		B	GG
424B	CLAIMS OFFICER 2 - DSHS	57		B	GG
424C	CLAIMS OFFICER 3 - DSHS	58		B	GG
424D	CLAIMS OFFICER 4 - DSHS	60		B	GG
46519	CLAIMS REPRESENTATIVE	34		B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
39620	CLASSIFICATION COUNSELOR 1	33	B	GG
39640	CLASSIFICATION COUNSELOR 2	45	B	GG
39660	CLASSIFICATION COUNSELOR 3	47	B	GG
6362	CLINICAL AUTOPSY COORDINATOR	50	3	HE
6453	CLINICAL CYTOGENETIC TECH SPECIALIST	56	3	HE
6452	CLINICAL CYTOGENETIC TECH SUPERVISOR	60	3	HE
6450	CLINICAL CYTOGENETIC TECHNOL TRAINEE	43	3	HE
6451	CLINICAL CYTOGENETIC TECHNOLOGIST	48	3	HE
51350	CLINICAL DIRECTOR	89	E A	GG
6456	CLINICAL EMBRYOLOGIST	53	3	HE
6458	CLINICAL EMBRYOLOGIST SUPERVISOR	64	3	HE
6391	CLINICAL LABORATORY ASSISTANT	29	5	HE
6402	CLINICAL LABORATORY SUPERVISOR	58	3	HE
6330	CLINICAL LABORATORY TECHNICIAN I	37	5	HE
6331	CLINICAL LABORATORY TECHNICIAN II	41	5	HE
56380	CLINICAL NURSE SPECIALIST	59	N B	GG
6235	CLINICAL NURSE SPECIALIST (Set Aside)	59	3	HE
6400	CLINICAL TECHNOLOGIST I	45	3	HE
6403	CLINICAL TECHNOLOGIST II	49	3	HE
6401	CLINICAL TECHNOLOGIST LEAD	51	3	HE
09232	COLLEGE CAREER GRAD. - BUS., FINANCE & PUB. ADMIN.	36	B	GG
09230	COLLEGE CAREER GRAD. - COMM., LBRL. ARTS, & HUMANITIES	37	B	GG
09236	COLLEGE CAREER GRAD. - COMPR. SCI. IT	44	B	GG
09231	COLLEGE CAREER GRAD. - CRIMINAL JUS., LAW & SOC. SCI.	36	B	GG
09234	COLLEGE CAREER GRAD. - ENG. & ARCH.	47	B	GG
09233	COLLEGE CAREER GRAD. - NAT., PHYS. & HEALTH SCI.	39	B	GG
09241	COLLEGE CAREER M.S. GRAD. - BUS., FINANCE & PUB. ADMIN.	42	B	GG
09240	COLLEGE CAREER M.S. GRAD. - CRIMINAL JUS., LAW & SOC. SCI.	42	B	GG
09242	COLLEGE CAREER M.S. GRAD. - IT; ENG. & NAT., PHYS. & HEALTH SCI.	46	B	GG
41760	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1	38	SP D	GG
41770	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 2	42	SP D	GG
41780	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 3	48	SP D	GG
41790	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 4	50	SP B	GG
41750	+ COMMERCIAL VEHICLE OFFICER 1	36	SP D	GG
41751	COMMERCIAL VEHICLE OFFICER 2	40	SP D	GG
41752	COMMERCIAL VEHICLE OFFICER 3	46	SP D	GG
44430	+ COMMISSION MERCHANT INVESTIGATOR 1	36	B	GG
44450	+ COMMISSION MERCHANT INVESTIGATOR 2	40	B	GG
44460	+ COMMISSION MERCHANT SUPERVISOR	48	A	GG
17940	COMMODITY CODE CLASSIFIER	37	B	GG
41585	COMMUNICATIONS OFFICER ASSISTANT	36	F	GG
41590	+ COMMUNICATIONS OFFICER	35	SP C	GG
41620	COMMUNICATIONS OFFICER 1	37	SP C	GG
41630	COMMUNICATIONS OFFICER 2	41	SP C	GG
41640	COMMUNICATIONS OFFICER 3	45	SP C	GG

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
41650	COMMUNICATIONS OFFICER 4	49	SP	B	GG
41680	COMMUNICATIONS SPECIALIST - TRANSPORTATION	32		C	GG
41700	COMMUNICATIONS SUPERVISOR - TRANSPORTATION	37		C	GG
72600	COMMUNICATIONS SYSTEMS DESIGNER	61		B	GG
72602	COMMUNICATIONS SYSTEMS DIRECTOR	67		B	GG
72601	COMMUNICATIONS SYSTEMS MANAGER	63		B	GG
09235	COMMUNITY CLG/VOC TECH GRAD - IT	38		B	GG
39680	COMMUNITY CORRECTIONS ASSISTANT	36		B	GG
39700	+ COMMUNITY CORRECTIONS OFFICER 1	39		B	GG
39710	COMMUNITY CORRECTIONS OFFICER 2	47		B	GG
39720	COMMUNITY CORRECTIONS OFFICER 3	49		B	GG
39760	COMMUNITY CORRECTIONS SPECIALIST	53		B	GG
55560	COMMUNITY NURSE SPECIALIST	53	N	B	GG
36490	COMMUNITY RESOURCE PROGRAM MANAGER	47		B	GG
30030	COMMUNITY WORKER	31		E	GG
233A	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 1	46		B	GG
233B	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 2	52		B	GG
233C	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 3	58		B	GG
233D	COMMUNITY, TRADE, AND ECONOMIC DEVELOPMENT SPECIALIST 4	60		B	GG
43450	COMPLIANCE SPECIALIST SUPERVISOR	60		B	GG
03050	COMPUTER INPUT SCHEDULER 2	31		F	GG
03060	COMPUTER INPUT SCHEDULER 3	35		F	GG
03010	COMPUTER OPERATIONS ANALYST 1	41		C	GG
03011	COMPUTER OPERATIONS ANALYST 2	47		C	GG
2356	COMPUTER OPERATIONS SUPERVISOR	45		5	HE
02950	COMPUTER OPERATOR 1	28		C	GG
02970	COMPUTER OPERATOR 3	33		C	GG
02980	COMPUTER OPERATOR 4	37		C	GG
2370	COMPUTER OPERATOR I	25		5	HE
2371	COMPUTER OPERATOR II	31		5	HE
2372	COMPUTER OPERATOR III	37		5	HE
2373	COMPUTER OPERATOR LEAD	40		5	HE
111B	CONFERENCE COORDINATOR 2	35		4	HE
111C	CONFERENCE COORDINATOR 3	39		4	HE
111D	CONFERENCE COORDINATOR 4	46		B	GG
26560	+ CONSERVATION EDUCATION PROGRAM SPECIALIST 1	46		B	GG
26570	+ CONSERVATION EDUCATION PROGRAM SPECIALIST 2	52		B	GG
67310	+ CONSERVATION PLANNER 1	42		B	GG
67320	+ CONSERVATION PLANNER 2	48		B	GG
67330	+ CONSERVATION PLANNER 3	52		B	GG
67340	+ CONSERVATION PLANNER 4	56		A	GG
70530	CONSTRUCTION & MAINTENANCE PROJ SPEC 1 - PARKS	45	E	G	GG
70540	CONSTRUCTION & MAINTENANCE PROJ SPEC 2 - PARKS	49	E	G	GG
70545	CONSTRUCTION & MAINTENANCE PROJ SPEC 3 - PARKS	51	E	G	GG
5246	CONSTRUCTION AND MAINTENANCE MECHANIC	50	G	6	HE

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
5247	CONSTRUCTION AND MAINTENANCE MECHANIC LEAD	53	G	6	HE
70600	AP CONSTRUCTION AND MAINTENANCE SUPERINTENDENT 1	47		G	GG
70620	CONSTRUCTION AND MAINTENANCE SUPERINTENDENT 2	51		G	GG
70640	CONSTRUCTION AND MAINTENANCE SUPERINTENDENT 3	57		B	GG
70550	CONSTRUCTION AND MAINTENANCE SUPERVISOR	45	E	G	GG
4683	CONSTRUCTION ASSISTANT	48		5	HE
43870	CONSTRUCTION COMPLIANCE INSPECTOR 1	56	E	C	GG
43880	CONSTRUCTION COMPLIANCE INSPECTOR 2	58	E	C	GG
4685	CONSTRUCTION COORDINATOR	54		5	HE
70820	CONSTRUCTION FABRICATION SUPERVISOR - WILDLIFE	49		G	GG
4686	CONSTRUCTION INSPECTOR	52		5	HE
60100	CONSTRUCTION INSPECTOR 1	41		C	GG
60230	CONSTRUCTION PROJECT MANAGER	57		B	GG
4687	CONSTRUCTION SUPERVISOR	58		5	HE
46479	CONSUMER PROGRAM ASSISTANT - UTC	35		B	GG
46480	CONSUMER PROGRAM SPECIALIST 1 - UTC	42		B	GG
46490	CONSUMER PROGRAM SPECIALIST 2 - UTC	48		B	GG
46500	CONSUMER PROGRAM SPECIALIST 3 - UTC	52		B	GG
46780	CONTRACTS ASSISTANT	34		B	GG
46790	CONTRACTS SPECIALIST 1	44		B	GG
46800	CONTRACTS SPECIALIST 2	50		B	GG
46810	CONTRACTS SPECIALIST 3	56		A	GG
72710	CONTROL SYSTEMS SUPERVISOR	49	E	G	GG
72700	CONTROL SYSTEMS TECHNICIAN	45	E	G	GG
5335	CONTROL TECHNICIAN	45	G	6	HE
5336	CONTROL TECHNICIAN LEAD	48	G	6	HE
5333	CONTROL TECHNICIAN SUPERVISOR	52	G	6	HE
5334	CONTROL TECHNICIAN TRAINEE	39	C	7	HE
4025	COOK	30		7	HE
80100	COOK 1	28		H	GG
80250	COOK 1, CREW	21		H	GG
80120	COOK 2	34		H	GG
80270	COOK 2, CREW	25		H	GG
80140	COOK 3	35		H	GG
4026	COOK LEAD	33		7	HE
80200	COOK, AC	38		H	GG
4412	COOR, TEACHER PREPARATION PROGRAM	43		3	HE
3656	COPY CENTER LEAD A	30		4	HE
3657	COPY CENTER LEAD B	33		4	HE
3654	COPY MACHINE OPERATOR	24		4	HE
3655	COPY MACHINE OPERATOR LEAD	28		4	HE
39120	CORRECTIONAL COUNSELOR 1	40		B	GG
39130	CORRECTIONAL COUNSELOR 2	45		B	GG
39140	CORRECTIONAL COUNSELOR 3	47		B	GG
51050	CORRECTIONAL HEALTH CARE SPECIALIST 1	62		B	GG

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51060	CORRECTIONAL HEALTH CARE SPECIALIST 2	66	B	GG
421C	CORRECTIONAL HEARINGS OFFICER 3	57	B	GG
421D	CORRECTIONAL HEARINGS OFFICER 4	60	B	GG
39005	CORRECTIONAL INDUSTRIES SUPERVISOR 1, CORRECTIONS	47	G	GG
39006	CORRECTIONAL INDUSTRIES SUPERVISOR 2, CORRECTIONS	51	G	GG
39004	CORRECTIONAL INDUSTRIES SUPERVISOR ASSISTANT	41	G	GG
39771	CORRECTIONAL INVESTIGATOR	47	B	GG
39310	CORRECTIONAL RECORDS MANAGER 1	44	C	GG
39320	CORRECTIONAL RECORDS MANAGER 2	48	C	GG
39300	CORRECTIONAL RECORDS SPECIALIST	40	C	GG
384A	+ CORRECTIONS AND CUSTODY OFFICER 1	38	D	GG
384B	AP CORRECTIONS AND CUSTODY OFFICER 2	40	D	GG
384C	AP CORRECTIONS AND CUSTODY OFFICER 3	44	D	GG
384D	CORRECTIONS AND CUSTODY OFFICER 4	50	D	GG
38958	CORRECTIONS MENTAL HEALTH COUNSELOR 1	40	B	GG
38960	CORRECTIONS MENTAL HEALTH COUNSELOR 2	45	B	GG
38970	CORRECTIONS MENTAL HEALTH COUNSELOR 3	47	B	GG
350A	CORRECTIONS SPECIALIST 1	43	B	GG
350B	CORRECTIONS SPECIALIST 2	47	B	GG
350C	CORRECTIONS SPECIALIST 3	51	B	GG
350D	CORRECTIONS SPECIALIST 4	55	B	GG
60920	COST ENGINEER	61	B	GG
4620	COST ESTIMATOR I	48	3	HE
4621	COST ESTIMATOR II	54	3	HE
4623	COST ESTIMATOR SUPERVISOR	60	3	HE
145B	COST REIMBURSEMENT ANALYST 2	45	B	GG
145C	COST REIMBURSEMENT ANALYST 3	55	B	GG
145D	COST REIMBURSEMENT ANALYST 4	59	A	GG
3588	COSTUME SHOP SUPERVISOR	40	5	HE
3585	COSTUMER	32	5	HE
3586	COSTUMER LEAD	36	5	HE
36010	COUNSELOR AIDE	36	E	GG
21960	COUNSELOR, SCHOOL FOR THE DEAF	V	B	GG
4573	CREAMERY OPERATOR I	43	7	HE
4574	CREAMERY OPERATOR II	47	7	HE
4485	CREDENTIALS EVALUATOR I	28	4	HE
4486	CREDENTIALS EVALUATOR II	33	4	HE
4487	CREDENTIALS EVALUATOR III	38	4	HE
53990	CRIME LAB TECHNICIAN	39	C	GG
41580	CRIMINAL IDENTIFICATION COORDINATION SPECIALIST	51	B	GG
25700	CURATOR 1	40	B	GG
25710	CURATOR 2	46	B	GG
25720	CURATOR 3	50	B	GG
4382	CURATOR I	41	3	HE
4383	CURATOR II	46	3	HE

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>SALARY RANGE</u>	<u>EEO CODE</u>	<u>EMPLOYER</u>
4410	CURRICULUM ADVISOR	35	3	HE
5010	CUSTODIAL SERVICES MANAGER A	40	1	HE
83210	CUSTODIAL SUPERVISOR 1	28	H	GG
83230	CUSTODIAL SUPERVISOR 2	32	H	GG
83250	CUSTODIAL SUPERVISOR 3	38	H	GG
5020	CUSTODIAN	26	7	HE
83190	AP CUSTODIAN	24	H	GG
5021	CUSTODIAN LEAD	30	7	HE
5023	CUSTODIAN SUPERVISOR I	32	7	HE
5024	CUSTODIAN SUPERVISOR II	36	7	HE
103D	AP CUSTOMER SERVICE MANAGER 4	56	A/1	GG/HE
102A	CUSTOMER SERVICE SPECIALIST 1	32	E/5	GG/HE
102B	CUSTOMER SERVICE SPECIALIST 2	35	E/5	GG/HE
102C	CUSTOMER SERVICE SPECIALIST 3	39	B/3	GG/HE
102D	CUSTOMER SERVICE SPECIALIST 4	43	B/3	GG/HE
6335	CYTOLOGY TECHNOLOGIST I	45	3	HE
6336	CYTOLOGY TECHNOLOGIST II	49	3	HE
6337	CYTOLOGY TECHNOLOGIST SUPERVISOR	56	3	HE
03242	DATA CENTER HARDWARE MANAGER	65	A	GG
04010	DATA COMPILER 1	30	F	GG
04020	DATA COMPILER 2	33	F	GG
04030	DATA COMPILER 3	36	F	GG
2362	DATA CONTROL SUPERVISOR	44	5	HE
2364	DATA CONTROL TECHNICIAN I	25	5	HE
2365	DATA CONTROL TECHNICIAN II	30	5	HE
2366	DATA CONTROL TECHNICIAN III	36	5	HE
2367	DATA CONTROL TECHNICIAN LEAD	39	5	HE
03760	DATA PROCESSING SUPERVISOR 4	49	C	GG
47780	DDS ADJUDICATOR 1	43	B	GG
47790	DDS ADJUDICATOR 2	49	B	GG
47791	DDS ADJUDICATOR 3	51	B	GG
47800	DDS ADJUDICATOR 4	54	B	GG
4464	DEAF INTERPRETER I	34	5	HE
4465	DEAF INTERPRETER II	37	3	HE
4466	DEAF INTERPRETER III	41	3	HE
54100	DENTAL ASSISTANT 1	39	C	GG
54110	DENTAL ASSISTANT 2	44	C	GG
6470	DENTAL ASSISTANT I	26	5	HE
6471	DENTAL ASSISTANT II	34	5	HE
6477	DENTAL CLINIC SUPERVISOR I	41	5	HE
6478	DENTAL CLINIC SUPERVISOR II	45	1	HE
6465	DENTAL HYGIENIST	44	5	HE
54150	DENTAL HYGIENIST 1	49	C	GG
54170	DENTAL HYGIENIST 2	57	C	GG
6462	DENTAL LABORATORY TECHNICIAN III	41	5	HE

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54220	DENTIST 2	78	E	B	GG
41893	DEPUTY STATE FIRE MARSHAL	58		B	GG
35700	DEVELOPMENTAL DISABILITIES ADMINISTRATOR 1	57		A	GG
35610	DEVELOPMENTAL DISABILITIES CASE/RES MGR	48		B	GG
35600	+ DEVELOPMENTAL DISABILITIES CASE/RES MGR TRN	42		B	GG
35690	DEVELOPMENTAL DISABILITIES CASE/RES SUPV	53		B	GG
35620	DEVELOPMENTAL DISABILITIES OUTSTATION MANAGER	52		B	GG
6345	DIAGNOSTIC MEDICAL SONOGRAPHER	48		5	HE
6349	DIAGNOSTIC MEDICAL SONOGRAPHER CLINICAL INSTR	53		5	HE
6346	DIAGNOSTIC MEDICAL SONOGRAPHER LEAD	53		5	HE
6348	DIAGNOSTIC MEDICAL SONOGRAPHER SPECIALIST	50		5	HE
6347	DIAGNOSTIC MEDICAL SONOGRAPHER SUPERVISOR	54		5	HE
72180	DIESEL/ELECTRIC SET SPECIALIST	43	E	G	GG
6017	DIETARY UNIT AIDE	26		4	HE
6004	DIETARY UNIT CLERK	28		4	HE
53595	DIETETIC TECHNICIAN	34		B	GG
6008	DIETETIC TECHNICIAN	34		5	HE
6018	DIETETIC TECHNICIAN SUPERVISOR	39		5	HE
6005	DIETITIAN I	42		3	HE
6001	DIETITIAN II	46		3	HE
80010	DISHWASHER	14		H	GG
11400	DOL STAFF CONSULTANT	57		A	GG
4640	DRAFTING TECHNICIAN I	33		5	HE
4641	DRAFTING TECHNICIAN II	39		5	HE
4642	DRAFTING TECHNICIAN III	43		5	HE
4154	DRAPERY FABRICATOR	30		7	HE
5726	DRIVER - WAREHOUSE WORKER	33	G	7	HE
73030	DRIVER MAIL CARRIER	27		H	GG
3650	DUPLICATING SERVICES SUPERVISOR	36	G	5	HE
256A	EARLY CHILDHOOD PROGRAM SPECIALIST 1	30		7	HE
256B	EARLY CHILDHOOD PROGRAM SPECIALIST 2	36		7	HE
256C	EARLY CHILDHOOD PROGRAM SPECIALIST 3	42		5	HE
256D	EARLY CHILDHOOD PROGRAM SPECIALIST 4	49		5	HE
62600	ECOLOGY SUPERVISOR A	55		B	GG
62610	ECOLOGY SUPERVISOR B	57		B	GG
62620	ECOLOGY SUPERVISOR C	59		B	GG
04470	ECONOMIC ANALYST 1	47		B	GG
04480	ECONOMIC ANALYST 2	54		B	GG
04490	ECONOMIC ANALYST 3	60		B	GG
3770	EDITOR I - PUBLICATIONS	38		3	HE
3755	EDITOR I - RESEARCH PUBLICATIONS	38		3	HE
3771	EDITOR II - PUBLICATIONS	43		3	HE
3756	EDITOR II - RESEARCH PUBLICATIONS	43		3	HE
3772	EDITOR III - PUBLICATIONS	48		3	HE
3757	EDITOR III - RESEARCH PUBLICATIONS	49		3	HE

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09212	ELECTIONS EXAMINER 2	40		B	GG
09214	ELECTIONS PROGRAM COORDINATOR	47		B	GG
43350	ELECTRICAL CONSTRUCTION INSPECTOR	58	E	C	GG
43352	ELECTRICAL CONSTRUCTION INSPECTOR LEAD	60	E	C	GG
60300	AP ELECTRICAL ENGINEER 3	63		B	GG
60320	ELECTRICAL ENGINEER 4	70		B	GG
43360	ELECTRICAL INSPECTION FIELD SUPERVISOR/TECHNICAL SPEC.	62	E	C	GG
43040	ELECTRICAL INSPECTOR - TRANSPORTATION	55	E	B	GG
43390	ELECTRICAL PLANS EXAMINER	60	E	C	GG
5340	ELECTRICIAN	45	G	6	HE
70370	ELECTRICIAN	45	E	G	GG
5337	ELECTRICIAN - HIGH VOLTAGE	47	G	6	HE
5339	* ELECTRICIAN APPRENTICE	APP*		7	HE
5342	ELECTRICIAN LEAD	48	G	6	HE
5344	ELECTRICIAN LEAD-HIGH VOLTAGE	50	G	6	HE
70390	ELECTRICIAN SUPERVISOR	49	E	G	GG
5343	ELECTRICIAN SUPERVISOR	52	G	6	HE
5338	ELECTRICIAN TRADE TRAINEE	39	C	7	HE
6367	ELECTROCARDIOGRAPH LABORATORY SUPR	39		5	HE
6365	ELECTROCARDIOGRAPH TECHNICIAN I	26		5	HE
6366	ELECTROCARDIOGRAPH TECHNICIAN II	30		5	HE
6368	ELECTROCARDIOGRAPH TECHNICIAN LEAD	33		5	HE
314A	ELECTRON MICROSCOPE TECHNICIAN 1	43		5	HE
314B	ELECTRON MICROSCOPE TECHNICIAN 2	44		5	HE
314C	ELECTRON MICROSCOPE TECHNICIAN 3	51		5	HE
314D	ELECTRON MICROSCOPE TECHNICIAN 4	53		5	HE
6370	ELECTRONEURODIAGNOSTIC TECHNOLOGIST I	39		3	HE
6371	ELECTRONEURODIAGNOSTIC TECHNOLOGIST II	43		3	HE
6373	ELECTRONEURODIAGNOSTIC TECHNOLOGIST III	46		3	HE
6372	ELECTRONEURODIAGNOSTIC TECHNOLOGIST SUPR	52		3	HE
72670	ELECTRONIC COMMUNICATIONS SYST TECH, FIELD	58	E	C	GG
60970	ELECTRONIC DESIGN ENGINEER	67		B	GG
28000	ELECTRONIC MEDIA MANAGER	54		A	GG
3580	ELECTRONIC MEDIA PRODUCER I	40		3	HE
3581	ELECTRONIC MEDIA PRODUCER II	46		3	HE
3582	ELECTRONIC MEDIA PRODUCER LEAD	50		3	HE
27680	ELECTRONIC MEDIA SPECIALIST	45		B	GG
72730	ELECTRONIC TECHNICIAN 1	35	E	C	GG
72740	ELECTRONIC TECHNICIAN 2	45	E	G	GG
72760	ELECTRONIC TECHNICIAN 3	47	E	G	GG
72610	ELECTRONICS COMMUNICATIONS SYST TECH, SHOP	52	E	C	GG
61000	ELECTRONICS ENGINEERING MANAGER	71		B	GG
77920	ELECTRONICS PARTS SPECIALIST	36		G	GG
72380	ELECTRONICS SUPERVISOR	55	E	C	GG
72890	ELECTRONICS SUPERVISOR - TRANSPORTATION	62		C	GG

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72950	ELECTRONICS TECHNICIAN	45	E	C	GG
4740	ELECTRONICS TECHNICIAN I	37		5	HE
4741	ELECTRONICS TECHNICIAN II	43		5	HE
4742	ELECTRONICS TECHNICIAN III	47		5	HE
4748	ELECTRONICS TECHNICIAN LEAD	49		5	HE
4743	ELECTRONICS TECHNICIAN SUPERVISOR I	51		5	HE
43420	ELEVATOR INSPECTOR 1	56		C	GG
43430	ELEVATOR INSPECTOR 2	58		C	GG
43410	ELEVATOR INSPECTOR ASSISTANT	50		C	GG
5345	ELEVATOR MECHANIC	45	G	6	HE
5346	ELEVATOR MECHANIC LEAD	48	G	6	HE
43435	ELEVATOR, TECHNICAL SPECIALIST	60		C	GG
6360	EMBALMER	50		5	HE
6361	EMBALMER LEAD	53		5	HE
2628	EMERGENCY COMMUNICATIONS OPERATOR (Set Aside)	39		4	HE
397A	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 1	46		B	GG
397B	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 2	52		B	GG
397C	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 3	58		B	GG
397D	EMERGENCY MANAGEMENT PROGRAM SPECIALIST 4	60		B	GG
356A	EMPLOYEE ASSISTANCE ASSOCIATE	40		E	GG
356B	EMPLOYEE ASSISTANCE PROFESSIONAL	46		B	GG
356D	EMPLOYEE ASSISTANCE PROFESSIONAL EXPERT/SUPERVISOR	56		B	GG
356C	EMPLOYEE ASSISTANCE PROFESSIONAL, SENIOR	52		B	GG
30190	EMPLOYMENT SECURITY PROGRAM ASSISTANT	41		B	GG
30200	EMPLOYMENT SECURITY PROGRAM COORDINATOR 1	43		B	GG
30210	EMPLOYMENT SECURITY PROGRAM COORDINATOR 2	49		B	GG
30220	EMPLOYMENT SECURITY PROGRAM COORDINATOR 3	53		B	GG
46260	ENERGY ENGINEER 1	53		B	GG
46270	ENERGY ENGINEER 2	59		B	GG
46280	ENERGY ENGINEER 3	65		A	GG
46290	ENERGY ENGINEER 4	69		A	GG
46180	ENERGY ENGINEER TRAINEE	49		B	GG
67510	ENERGY FACILITY SITE CERTIFICATION/COMPL MGR	61		B	GG
67500	ENERGY FACILITY SITE SPECIALIST	57		B	GG
46120	ENERGY SPECIALIST 4	58		B	GG
46170	ENERGY SYSTEMS ENGINEER	69		B	GG
60050	ENGINEERING AIDE 1	40		C	GG
60060	ENGINEERING AIDE 2	46		C	GG
60070	ENGINEERING AIDE 3	49		C	GG
60080	ENGINEERING AIDE 4	51		C	GG
60040	ENGINEERING AIDE TRAINEE	35		E	GG
4645	ENGINEERING ASSISTANT I	45		5	HE
4646	ENGINEERING ASSISTANT II	51		5	HE
4745	ENGINEERING TECHNICIAN I	45		5	HE
4746	ENGINEERING TECHNICIAN II	49		5	HE

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4747	ENGINEERING TECHNICIAN III	53	5	HE
4749	ENGINEERING TECHNICIAN LEAD	55	5	HE
4756	ENGINEERING TECHNICIAN SUPERVISOR	57	5	HE
4923	ENGR-DECKHAND, OCEANOGRAPHIC RSRCH VESSEL	46	G	5
395A	ENVIRONMENTAL CONTROL TECHNICIAN 1	31	5	HE
395B	ENVIRONMENTAL CONTROL TECHNICIAN 2	35	5	HE
395C	ENVIRONMENTAL CONTROL TECHNICIAN 3	39	5	HE
62810	ENVIRONMENTAL EDUCATION/OUTREACH SPECIALIST 1	38	B	GG
62820	ENVIRONMENTAL EDUCATION/OUTREACH SPECIALIST 2	43	B	GG
62830	ENVIRONMENTAL EDUCATION/OUTREACH SPECIALIST 3	49	B	GG
62840	ENVIRONMENTAL EDUCATION/OUTREACH SPECIALIST 4	55	B	GG
62480	ENVIRONMENTAL ENGINEER 1	53	B	GG
62500	ENVIRONMENTAL ENGINEER 2	59	B	GG
62520	ENVIRONMENTAL ENGINEER 3	65	B	GG
62521	ENVIRONMENTAL ENGINEER 3A	67	A	GG
62540	ENVIRONMENTAL ENGINEER 4	69	B	GG
62550	ENVIRONMENTAL ENGINEER 5	71	B	GG
4753	ENVIRONMENTAL HEALTH & SAFETY TECH	41	5	HE
67400	ENVIRONMENTAL PLANNER 1	43	B	GG
67410	ENVIRONMENTAL PLANNER 2	49	B	GG
67420	ENVIRONMENTAL PLANNER 3	55	B	GG
67421	ENVIRONMENTAL PLANNER 4	59	A	GG
67422	ENVIRONMENTAL PLANNER 5	63	A	GG
67399	ENVIRONMENTAL PLANNER TRAINEE	38	B	GG
62950	ENVIRONMENTAL SPECIALIST 1	38	B	GG
62960	ENVIRONMENTAL SPECIALIST 2	43	B	GG
62970	ENVIRONMENTAL SPECIALIST 3	49	B	GG
62980	ENVIRONMENTAL SPECIALIST 4	55	B	GG
62990	ENVIRONMENTAL SPECIALIST 5	59	B	GG
62920	ENVIRONMENTAL TECHNICIAN	32	G	GG
53520	EPIDEMIOLOGIST 1	57	B	GG
53522	EPIDEMIOLOGIST 2 (NON-MEDICAL)	63	B	GG
53524	EPIDEMIOLOGIST 3 (NON-MEDICAL)	67	B	GG
49020	EQUAL OPPORTUNITY COMPLIANCE INVESTIGATOR 1	42	B	GG
49040	EQUAL OPPORTUNITY COMPLIANCE INVESTIGATOR 2	48	B	GG
49060	EQUAL OPPORTUNITY COMPLIANCE INVESTIGATOR 3	52	B	GG
49080	EQUAL OPPORTUNITY COMPLIANCE SPECIALIST	55	B	GG
71510	EQUIPMENT ANALYST 1	45	B	GG
71520	EQUIPMENT ANALYST 2	49	B	GG
71530	EQUIPMENT ANALYST 3	52	C	GG
71650	EQUIPMENT ASSISTANT MANAGER - TRANSPORTATION	59	A	GG
71670	EQUIPMENT FUND ASSISTANT MANAGER - DNR	53	B	GG
71580	EQUIPMENT MECHANIC 1	46	E	G
71600	EQUIPMENT MECHANIC 2	48	E	G
71610	EQUIPMENT MECHANIC SUPERVISOR 1	50	G	GG

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
71620	EQUIPMENT MECHANIC SUPERVISOR 2	54		G	GG
71180	AP EQUIPMENT OPERATOR A	37	E	G	GG
71190	AP EQUIPMENT OPERATOR B	41	E	G	GG
77900	EQUIPMENT PARTS SPECIALIST 1	39		G	GG
77910	EQUIPMENT PARTS SPECIALIST 2	43		G	GG
71540	EQUIPMENT SERVICE ATTENDANT	29	E	H	GG
71570	EQUIPMENT SHOP ASSISTANT	42		G	GG
305C	ERGONOMIST 3	64		B	GG
305D	ERGONOMIST 4	68		B	GG
15220	EXCISE TAX ASSISTANT	34		E	GG
15230	EXCISE TAX EXAMINER 1	37		B	GG
15240	EXCISE TAX EXAMINER 2	42		B	GG
15250	EXCISE TAX EXAMINER 3	49		B	GG
15260	EXCISE TAX EXAMINER 4	53		B	GG
25990	EXHIBIT CONSTRUCTION DESIGNER	48		B	GG
4508	EXTENSION AIDE	35		4	HE
4654	FACILITIES DRAFTING TECHNICIAN I	34		5	HE
4655	FACILITIES DRAFTING TECHNICIAN II	39		5	HE
4629	FACILITIES ENGINEER SUPERVISOR A	64		3	HE
5221	FACILITIES OPERATIONS MAINT SPECIALIST	47	G	6	HE
64970	FACILITIES PLANNER	59		B	GG
64990	FACILITIES SENIOR PLANNER	63		B	GG
70850	FACILITY MAINTENANCE CONTROLLER - MILITARY	42		B	GG
70930	FACILITY SERVICES COORDINATOR 1	45		B	GG
70940	FACILITY SERVICES COORDINATOR 2	49		B	GG
43620	FACTORY AND MOBILE HOME PLAN EXAMINER	58	E	C	GG
4582	FARM EQUIPMENT OPERATOR I	31		7	HE
4583	FARM EQUIPMENT OPERATOR II	35		7	HE
90450	FARM LABORER	22		H	GG
4530	FARM MANAGER	45		5	HE
4545	FARM OPERATIONS SUPERVISOR	40		5	HE
4540	FARM WORKER I	24		7	HE
4541	FARM WORKER II	28		7	HE
4542	FARM WORKER LEAD	35		5	HE
90500	FARMER 1	30		H	GG
71830	FERRY OPERATOR	44	E	G	GG
71820	AP FERRY OPERATOR ASSISTANT	36	E	G	GG
71840	FERRY OPERATOR, SENIOR	48	E	G	GG
14060	FIELD AUDITOR 2 - DRS	42		B	GG
14070	FIELD AUDITOR 3 - DRS	45		B	GG
12105	FINANCIAL ANALYST 1	40		B	GG
12106	FINANCIAL ANALYST 2	44		B	GG
12107	FINANCIAL ANALYST 3	50		B	GG
12108	FINANCIAL ANALYST 4	52		B	GG
12109	FINANCIAL ANALYST 5	56		B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
34900	FINANCIAL BENEFITS COORDINATOR	34	E	GG
13300	# FINANCIAL EXAMINER 1	52	B	GG
13305	FINANCIAL EXAMINER 2	58	B	GG
13320	FINANCIAL EXAMINER 3	64	B	GG
13325	FINANCIAL EXAMINER 4	68	B	GG
13299	FINANCIAL EXAMINER ASSISTANT	36	B	GG
47540	FINANCIAL INCENTIVE COORDINATOR	54	B	GG
47370	+ FINANCIAL LEGAL EXAMINER 1	54	B	GG
47375	FINANCIAL LEGAL EXAMINER 2	59	B	GG
47380	FINANCIAL LEGAL EXAMINER 3	64	B	GG
47385	FINANCIAL LEGAL EXAMINER 4	68	B	GG
46410	FINANCIAL RECOVERY ENFORCEMENT OFFICER 1	39	B	GG
46420	FINANCIAL RECOVERY ENFORCEMENT OFFICER 2	44	B	GG
46430	FINANCIAL RECOVERY ENFORCEMENT OFFICER 3	47	B	GG
6073	FINANCIAL SERVICES COUNSELOR	35	4	HE
34950	FINANCIAL SERVICES SPECIALIST 1	36	E	GG
34960	FINANCIAL SERVICES SPECIALIST 2	41	E	GG
34970	FINANCIAL SERVICES SPECIALIST 3	45	B	GG
34980	FINANCIAL SERVICES SPECIALIST 4	46	B	GG
34990	FINANCIAL SERVICES SPECIALIST 5	50	B	GG
41531	FINGERPRINT LEAD TECHNICIAN	44	C	GG
41520	+ FINGERPRINT TECHNICIAN 1	38	C	GG
41530	FINGERPRINT TECHNICIAN 2	42	C	GG
41532	FINGERPRINT TENPRINT SUPERVISOR	48	C	GG
41940	FIRE CHIEF - DOC	51	A	GG
2676	FIRE OFFICER I	52	7	HE
2677	FIRE OFFICER II	58	7	HE
2683	FIRE PROTECTION ENGINEER	61	3	HE
41892	FIRE/EMERGENCY PROGRAM SPECIALIST	52	B	GG
2036	FISCAL SPECIALIST I	39	4	HE
2037	FISCAL SPECIALIST II	43	4	HE
2068	FISCAL SPECIALIST SUPERVISOR	46	4	HE
12030	AP FISCAL TECHNICIAN	32	F	GG
3050	FISCAL TECHNICIAN I	29	4	HE
3051	FISCAL TECHNICIAN II	32	4	HE
3055	FISCAL TECHNICIAN III	35	4	HE
3052	FISCAL TECHNICIAN LEAD	36	4	HE
3053	FISCAL TECHNICIAN SUPERVISOR	39	4	HE
12010	FISCAL TECHNICIAN TRAINEE	25	F	GG
388A	AP,+ FISH & WILDLIFE ENFORCEMENT OFFICER 1	54	D	GG
388B	AP FISH & WILDLIFE ENFORCEMENT OFFICER 2	58	D	GG
388C	AP FISH & WILDLIFE ENFORCEMENT OFFICER 3	60	D	GG
388D	FISH & WILDLIFE ENFORCEMENT SERGEANT/DETECTIVE	63	B	GG
93640	+ FISH AND WILDLIFE BIOLOGIST 1	40	B	GG
93641	+ FISH AND WILDLIFE BIOLOGIST 2	48	B	GG

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93642	+ FISH AND WILDLIFE BIOLOGIST 3	53	B	GG
93643	+ FISH AND WILDLIFE BIOLOGIST 4	55	B	GG
92650	FISH AND WILDLIFE HEALTH SPECIALIST	56	B	GG
92870	FISH AND WILDLIFE RESEARCH SCIENTIST 1	58	B	GG
92880	FISH AND WILDLIFE RESEARCH SCIENTIST 2	62	B	GG
92592	+ FISH HATCHERY SPECIALIST 1	30	H	GG
92593	FISH HATCHERY SPECIALIST 2	36	H	GG
92594	FISH HATCHERY SPECIALIST 3	42	E	GG
92595	FISH HATCHERY SPECIALIST 4	48	E	GG
4761	FISH HATCHERY SUPERVISOR	40	5	HE
4759	FISH HATCHERY TECHNICIAN I	24	5	HE
4760	FISH HATCHERY TECHNICIAN II	28	5	HE
92591	FISH HATCHERY WORKER	26	H	GG
47670	FISHERIES ADMINISTRATIVE & CRIMINAL LAW SPEC	60	A	GG
92580	FISHERIES BIOMETRICIAN	60	B	GG
24190	FISHERIES CLIENTELE PROGRAM MANAGER	52	B	GG
08620	FLEET OPERATIONS COORDINATOR	47	B	GG
69850	FLEET SAFETY/TRAINING ADMINISTRATOR - WSF	58	A	GG
5347	FLOORLAYER	39	G 6	HE
5351	FLOORLAYER LEAD	42	G 6	HE
6334	FLOW CYTOMETRIST	48	3	HE
80600	FOOD MANAGER 1	41	B	GG
80640	FOOD MANAGER 2	44	B	GG
80660	FOOD MANAGER 3	46	H	GG
80720	FOOD PROGRAM CONSULTANT	48	B	GG
62100	FOOD SAFETY OFFICER 1	42	B	GG
62120	+ FOOD SAFETY OFFICER 2	50	B	GG
62130	FOOD SAFETY OFFICER 3	52	B	GG
62140	FOOD SAFETY SUPERVISOR	54	B	GG
80030	AP FOOD SERVICE AIDE 1	24	H	GG
80050	AP FOOD SERVICE AIDE 2	29	H	GG
80070	AP FOOD SERVICE AIDE 3	32	H	GG
4009	FOOD SERVICE MANAGER A	41	1	HE
4010	FOOD SERVICE MANAGER B	46	1	HE
4012	FOOD SERVICE MANAGER D	49	1	HE
4050	FOOD SERVICE PORTER	25	7	HE
4020	FOOD SERVICE SUPERVISOR I	35	7	HE
4021	FOOD SERVICE SUPERVISOR II	37	7	HE
4045	FOOD SERVICE WORKER	25	7	HE
4046	FOOD SERVICE WORKER LEAD	27	7	HE
505A	+ FORENSIC SCIENTIST 1	44	B	GG
505B	FORENSIC SCIENTIST 2	50	B	GG
505C	FORENSIC SCIENTIST 3	60	B	GG
505D	FORENSIC SCIENTIST 4	62	B	GG
36430	FORENSIC THERAPIST 1	42	B	GG

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36440	FORENSIC THERAPIST 2	47	B	GG
36450	FORENSIC THERAPIST 3	51	B	GG
36460	FORENSIC THERAPIST SUPERVISOR	59	B	GG
94900	FOREST CHECK CRUISER 1	51	C	GG
94920	FOREST CHECK CRUISER 2	55	C	GG
94060	FOREST CRAFTS SPECIALIST	41	E G	GG
94065	FOREST CRAFTS SUPERVISOR	45	E G	GG
94080	FOREST CRAFTS TECHNICIAN	37	C	GG
94440	FOREST CREW SUPERVISOR 1	33	H	GG
94460	FOREST CREW SUPERVISOR 2	37	H	GG
94720	FOREST CREW SUPERVISOR, CORRECTIONAL FACILITIES	43	H	GG
94880	FOREST CRUISER	39	C	GG
94130	FOREST NURSERY CREW SUPERVISOR	35	H	GG
94100	FOREST NURSERY LABORER	24	H	GG
94110	FOREST NURSERY LEAD	27	H	GG
94150	FOREST NURSERY MANAGER 1	48	B	GG
94140	FOREST NURSERY TECHNICIAN	41	C	GG
95160	FOREST TECHNICIAN	37	C	GG
95220	FORESTER 1	43	B	GG
95230	FORESTER 2	48	B	GG
11530	FORMS AND RECORDS ANALYST 1	38	B	GG
11540	FORMS AND RECORDS ANALYST 2	43	B	GG
11550	FORMS AND RECORDS ANALYST 3	48	B	GG
11520	FORMS AND RECORDS TECHNICIAN	32	C	GG
48830	FUNERAL DIRECTOR AND EMBALMER INSPECTOR	45	B	GG
5348	FURNITURE REPAIR WORKER	39	G 6	HE
48412	GAMBLING LICENSE SUPERVISOR	41	B	GG
48411	GAMBLING LICENSE TECHNICIAN	38	C	GG
48410	GAMBLING LICENSE TECHNICIAN IN-TRAINING	32	C	GG
92240	+ GAME FARM ASSISTANT SUPERINTENDENT	38	B	GG
92270	+ GAME FARM SUPERINTENDENT	48	B	GG
90100	GARDENER 1	29	H	GG
90120	GARDENER 2	33	H	GG
90140	GARDENER 3	37	H	GG
90150	GARDENER 4	41	H	GG
90160	GARDENER 5	45	H	GG
5120	GARDENER I	25	7	HE
5121	GARDENER II	29	7	HE
5122	GARDENER LEAD	33	7	HE
90080	GARDENING AIDE	21	H	GG
70090	GENERAL REPAIRER	41	E H	GG
6188	GENETICS COUNSELING SUPERVISOR	64	3	HE
6190	GENETICS COUNSELOR I	51	3	HE
6191	GENETICS COUNSELOR II	56	3	HE
6187	GENETICS COUNSELOR LEAD	59	3	HE

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
63100	GEOLOGIST 1	40	B	GG
63220	GEOLOGIST 2	51	B	GG
63280	GEOLOGIST 3	55	B	GG
63430	GEOLOGIST 4	59	B	GG
5355	GLAZIER	37 G	6	HE
5356	GLAZIER LEAD	40 G	6	HE
45290	GRAIN INSPECTION OFFICE SUPERVISOR	44	C	GG
4528A	GRAIN INSPECTOR A	36	C	GG
4528B	GRAIN INSPECTOR B	38	C	GG
4528C	GRAIN INSPECTOR C	40	C	GG
45210	GRAIN PROTEIN SPECIALIST	34	C	GG
45230	GRAIN SAMPLER	28	C	GG
45250	GRAIN SAMPLER, WEIGHER	29	C	GG
44330	GRAIN STORAGE EXAMINER 1	34	B	GG
44350	+ GRAIN STORAGE EXAMINER 2	42	B	GG
44370	+ GRAIN STORAGE EXAMINER 3	46	B	GG
2035	GRANT & CONTRACT COORDINATOR	45	3	HE
2066	GRANT & CONTRACT SPECIALIST	42	3	HE
2033	GRANT & CONTRACT SUPERVISOR	52	3	HE
2040	GRANT AND CONTRACT COORDINATOR LEAD	49	3	HE
14550	GRANT MANAGEMENT ANALYST 1	44	B	GG
14551	GRANT MANAGEMENT ANALYST 2	50	B	GG
26840	GRAPHIC DESIGN PROGRAM MANAGER	49	C	GG
26800	GRAPHIC DESIGNER 1	39	C	GG
26820	GRAPHIC DESIGNER 2	45	C	GG
3514	GRAPHIC DESIGNER/ILLUSTRATOR	40	5	HE
3515	GRAPHIC DESIGNER/ILLUSTRATOR LEAD	46	5	HE
3516	GRAPHIC DESIGNER/ILLUSTRATOR SUPERVISOR	50	5	HE
26750	GRAPHICS ASSISTANT	31	C	GG
5128	GREENHOUSE ATTENDANT	26	7	HE
5115	GROUPS SUPERVISOR I	39	7	HE
5110	GROUPS SUPERVISOR II	45	7	HE
56980	HABILITATION PLAN ADMINISTRATOR	53	B	GG
92150	HABITAT TECHNICIAN 1	28	C	GG
92151	HABITAT TECHNICIAN 2	34	C	GG
92152	HABITAT TECHNICIAN 3	39	C	GG
46940	HEALTH CARE INVESTIGATOR 1	51	B	GG
46950	HEALTH CARE INVESTIGATOR 2	53	B	GG
46952	HEALTH CARE INVESTIGATOR 3	55	A	GG
46954	HEALTH CARE INVESTIGATOR 4	57	A	GG
6222	HEALTH CARE SPECIALIST	58	3	HE
6223	HEALTH CARE SPECIALIST LEAD	62	3	HE
3505	HEALTH ED RESOURCES SUPERVISOR	49	3	HE
3503	HEALTH EDUCATION RESOURCES COOR I	41	3	HE
3504	HEALTH EDUCATION RESOURCES COOR II	45	3	HE

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14161	+ HEALTH INSURANCE ADVISOR 1	55	B	GG
14162	HEALTH INSURANCE ADVISOR 2	59	B	GG
13224	HEALTH INSURANCE BENEFITS SPECIALIST 1	36	B	GG
13225	HEALTH INSURANCE BENEFITS SPECIALIST 2	41	B	GG
13226	HEALTH INSURANCE BENEFITS SPECIALIST 3	44	B	GG
13227	HEALTH INSURANCE BENEFITS SPECIALIST 4	46	B	GG
4762	HEALTH PHYSICIST I	49	3	HE
4763	HEALTH PHYSICIST II	53	3	HE
57710	HEALTH SERVICES CONSULTANT 1	42	B	GG
57720	HEALTH SERVICES CONSULTANT 2	49	B	GG
57730	HEALTH SERVICES CONSULTANT 3	55	B	GG
57740	HEALTH SERVICES CONSULTANT 4	59	B	GG
09330	HEARINGS COORDINATOR	35	E	GG
47200	HEARINGS EXAMINER 1	51	B	GG
47220	HEARINGS EXAMINER 2	59	B	GG
47240	HEARINGS EXAMINER 3	63	B	GG
01840	HEARINGS SCHEDULER	35	E	GG
70281	HEATING, VENTILATION, & AIR CONDITIONING SUPERVISOR	51	E	G
70280	HEATING, VENTILATION, & AIR CONDITIONING TECHNICIAN	47	E	G
70570	HEAVY CONSTRUCTION SUPERVISOR	45	E	G
5275	HEAVY EQUIPMENT OPERATOR	44	G	6
5276	HEAVY EQUIPMENT OPERATOR LEAD	47	G	6
5277	HEAVY EQUIPMENT OPERATOR SUPERVISOR	51	G	6
4551	HERDS MANAGER I	37	5	HE
4552	HERDS MANAGER II	42	5	HE
6380	HISTOLOGIC TECHNICIAN I	39	5	HE
6381	HISTOLOGIC TECHNICIAN II	43	5	HE
6382	HISTOLOGY LABORATORY SUPR	50	5	HE
25900	HISTORICAL PRESERVATION SPECIALIST 1	38	B	GG
6379	HISTOTECHNOLOGIST	48	5	HE
35320	HOME SUPPORT SPECIALIST	33	E	GG
45440	+ HOP SAMPLER	14	E	GG
45630	HORTICULTURE AREA SUPERVISOR	42	B	GG
45610	+ HORTICULTURE INSPECTOR	34	C	GG
45600	+ HORTICULTURE INSPECTOR TRAINEE	28	C	GG
45620	HORTICULTURE INSPECTOR, SENIOR	38	B	GG
64100	HORTICULTURIST	61	B	GG
6261	HOSPITAL ASSISTANT	29	7	HE
6262	HOSPITAL ASSISTANT LEAD	32	7	HE
6047	HOSPITAL CENTRAL SERVICES SUPERVISOR	40	7	HE
6045	HOSPITAL CENTRAL SERVICES TECHNICIAN I	29	7	HE
6050	HOSPITAL CENTRAL SERVICES TECHNICIAN II	33	7	HE
6046	HOSPITAL CENTRAL SERVICES TECHNICIAN LEAD	36	7	HE
6044	HOSPITAL CENTRAL SERVICES TECHNICIAN TRAINEE	27	7	HE
6474	HOSPITAL DENTISTRY ASSISTANT SPECIALIST	39	5	HE

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6060	HOSPITAL HEALTH PHYSICIST	61	3	HE
5250	HOSPITAL SHIFT ENGINEER	45	G 6	HE
2585	HUMAN RESOURCE ASSISTANT	35	4	HE
2591	HUMAN RESOURCE ASSISTANT-SENIOR	41	4	HE
19102	HUMAN RESOURCE CONSULTANT 1	42	B	GG
19103	HUMAN RESOURCE CONSULTANT 2	48	B	GG
19104	HUMAN RESOURCE CONSULTANT 3	54	B	GG
19105	HUMAN RESOURCE CONSULTANT 4	58	B	GG
19101	HUMAN RESOURCE CONSULTANT ASSISTANT	39	E	GG
2509	HUMAN RESOURCE REPRESENTATIVE I	45	3	HE
2510	HUMAN RESOURCE REPRESENTATIVE II	50	3	HE
2511	HUMAN RESOURCE REPRESENTATIVE III	54	3	HE
2043	HUMAN SUBJECTS REVIEW COORDINATOR	41	3	HE
63581	HYDROGEOLOGIST 1	50	B	GG
63590	HYDROGEOLOGIST 2	56	B	GG
63600	HYDROGEOLOGIST 3	60	B	GG
63610	HYDROGEOLOGIST 4	64	B	GG
63611	HYDROGEOLOGIST 5	68	B	GG
6531	IMAGING TECH-EDUCATION/QUALITY ASSURANCE	55	3	HE
6524	IMAGING TECHNOLOGIST I	39	5	HE
6525	IMAGING TECHNOLOGIST II	45	5	HE
6523	IMAGING TECHNOLOGIST TRAINEE	36	5	HE
6527	IMAGING TECHNOLOGIST-ANGIOGRAPHY	49	5	HE
6529	IMAGING TECHNOLOGIST-LEAD	54	5	HE
6528	IMAGING TECHNOLOGIST-MAGNETIC RESONANCE IMG	51	5	HE
6530	IMAGING TECHNOLOGIST-SUPERVISOR	56	5	HE
6526	IMG TECH-COMPUTED TOMOGRAPHY & MAMMOGRAPHY	47	5	HE
5270	INCINERATOR OPERATOR	42	7	HE
53760	INDUSTRIAL HYGIENIST 2	48	B	GG
53770	INDUSTRIAL HYGIENIST 3	55	B	GG
53780	INDUSTRIAL HYGIENIST 4	57	B	GG
53740	INDUSTRIAL HYGIENIST 5	60	B	GG
4764	INDUSTRIAL HYGIENIST I	49	3	HE
4765	INDUSTRIAL HYGIENIST II	53	3	HE
4766	INDUSTRIAL HYGIENIST SUPERVISOR	57	3	HE
423A	INDUSTRIAL INSURANCE APPEALS JUDGE 1	61	B	GG
423C	INDUSTRIAL INSURANCE APPEALS JUDGE 3	65	B	GG
423D	INDUSTRIAL INSURANCE APPEALS JUDGE 4	68	B	GG
46860	INDUSTRIAL INSURANCE COMPENSATION UNIT SUPV	57	B	GG
09985	INDUSTRIAL INSURANCE NEW APPEALS LEADWORKER	41	B	GG
09980	INDUSTRIAL INSURANCE NEW APPEALS SPECIALIST	39	B	GG
09990	INDUSTRIAL INSURANCE PROGRAM ASSISTANT	43	B	GG
13845	INDUSTRIAL INSURANCE UNDERWRITER 1	39	B	GG
13846	INDUSTRIAL INSURANCE UNDERWRITER 2	42	B	GG
13847	INDUSTRIAL INSURANCE UNDERWRITER 3	44	B	GG

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13848	INDUSTRIAL INSURANCE UNDERWRITER 4	48	B	GG
13849	INDUSTRIAL INSURANCE UNDERWRITER 5	50	B	GG
13844	INDUSTRIAL INSURANCE UNDERWRITER ASSISTANT	35	E	GG
47980	INDUSTRIAL RELATIONS AGENT	49	B	GG
47985	INDUSTRIAL RELATIONS SPECIALIST	52	B	GG
60810	INDUSTRIAL SAFETY ENGINEER	54	B	GG
3774	INFORMATION SPECIALIST I	38	3	HE
3775	INFORMATION SPECIALIST II	43	3	HE
3776	INFORMATION SPECIALIST III	49	3	HE
03142	INFORMATION TECHNOLOGY INTERN	23	C	GG
479I	INFORMATION TECHNOLOGY SPECIALIST 1	44	C/5	GG/HE
479J	INFORMATION TECHNOLOGY SPECIALIST 2	50	B/5	GG/HE
479K	INFORMATION TECHNOLOGY SPECIALIST 3	54	B/5	GG/HE
479L	INFORMATION TECHNOLOGY SPECIALIST 4	58	B/5	GG/HE
479M	INFORMATION TECHNOLOGY SPECIALIST 5	62	B/5	GG/HE
03286	INFORMATION TECHNOLOGY SYSTEMS/APP SPEC 6	66	B	GG
481A	INFORMATION TECHNOLOGY TECHNICIAN 1	34	C/5	GG/HE
481B	INFORMATION TECHNOLOGY TECHNICIAN 2	38	C/5	GG/HE
03141	INFORMATION TECHNOLOGY TRAINEE	23	C	GG
69890	INSPECTOR SPECIALIST, MARINE	65	A	GG
35440	INSTITUTION COUNSELOR 1	37	B	GG
35450	INSTITUTION COUNSELOR 2	39	B	GG
35460	INSTITUTION COUNSELOR 3	43	B	GG
259C	INSTITUTION TEACHER 3	58	T B	GG
4787	INSTRUCTIONAL TECHNICIAN I	32	5	HE
4788	INSTRUCTIONAL TECHNICIAN II	39	5	HE
4767	INSTRUMENT MAKER I	44	G 6	HE
4770	INSTRUMENT MAKER II	49	G 6	HE
4768	INSTRUMENT MAKER III	52	G 6	HE
4771	INSTRUMENT MAKER LEAD	54	G 6	HE
4772	INSTRUMENT MAKER SUPERVISOR	56	G 6	HE
5360	INSULATION WORKER	45	G 6	HE
5361	INSULATION WORKER LEAD	48	G 6	HE
5362	INSULATION WORKER SUPERVISOR	52	G 6	HE
47730	INSURANCE ANALYST	44	B	GG
13900	INSURANCE EXAMINER 1	40	B	GG
13920	INSURANCE EXAMINER 2	52	B	GG
13940	INSURANCE EXAMINER 3	60	B	GG
13960	INSURANCE EXAMINER 4	64	B	GG
14110	INSURANCE POLICY & COMPLIANCE ANALYST 1	55	B	GG
14111	INSURANCE POLICY & COMPLIANCE ANALYST 2	59	B	GG
14153	INSURANCE TECHNICIAN 1	32	F	GG
14154	INSURANCE TECHNICIAN 2	35	E	GG
14155	INSURANCE TECHNICIAN 3	37	B	GG
14156	INSURANCE TECHNICIAN 4	41	B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
4675	INTERIOR DESIGNER	54	3	HE
14700	INTERNAL AUDITOR	50	A	GG
14712	INTERNAL CONTROL/ADMINISTRATIVE SERVICES, MARINE	50	B	GG
5702	INVENTORY INSPECTOR I	27	4	HE
5703	INVENTORY INSPECTOR II	32	4	HE
46520	INVESTIGATOR 1	41	B	GG
46530	INVESTIGATOR 2	45	B	GG
46540	INVESTIGATOR 3	51	B	GG
46550	INVESTIGATOR 4	55	B	GG
72200	JET AIRCRAFT TECHNICIAN - WSP	49	E G	GG
36182	JUVENILE REHABILITATION COMMUNITY COUNSELOR	47	B	GG
36184	JUVENILE REHABILITATION COORDINATOR	49	B	GG
36180	JUVENILE REHABILITATION COUNSELOR ASSISTANT	38	E	GG
36185	JUVENILE REHABILITATION PROGRAM MANAGER 1	51	B	GG
36186	JUVENILE REHABILITATION PROGRAM MANAGER 2	53	B	GG
36181	JUVENILE REHABILITATION RESIDENTIAL COUNSELOR	47	B	GG
36190	JUVENILE REHABILITATION SECURITY MANAGER	46	D	GG
36188	JUVENILE REHABILITATION SECURITY OFFICER 1	37	D	GG
36189	JUVENILE REHABILITATION SECURITY OFFICER 2	40	D	GG
36183	JUVENILE REHABILITATION SUPERVISOR	49	B	GG
11380	L&I STAFF CONSULTANT	54	B	GG
13770	LABOR AND INDUSTRIES AUDITOR 1	35	B	GG
13775	LABOR AND INDUSTRIES AUDITOR 2	42	B	GG
13780	LABOR AND INDUSTRIES AUDITOR 3	46	B	GG
13785	LABOR AND INDUSTRIES AUDITOR 4	48	B	GG
13790	LABOR AND INDUSTRIES AUDITOR 5	52	B	GG
19970	LABOR RELATIONS ADJUDICATOR/MEDIATOR 1	62	B	GG
19980	LABOR RELATIONS ADJUDICATOR/MEDIATOR 2	66	B	GG
53070	LABORATORY ASSISTANT	39	C	GG
4790	LABORATORY HELPER	29	7	HE
53050	LABORATORY HELPER	35	H	GG
4791	LABORATORY HELPER LEAD	31	7	HE
53100	LABORATORY TECHNICIAN 1	42	C	GG
53120	LABORATORY TECHNICIAN 2	45	C	GG
53140	LABORATORY TECHNICIAN 3	53	C	GG
4800	LABORATORY TECHNICIAN I	32	5	HE
4801	LABORATORY TECHNICIAN II	36	5	HE
70050	LABORER	28	E H	GG
17450	LAND AGENT - PARKS	55	B	GG
17030	LAND MANAGER 1	43	B	GG
17040	LAND MANAGER 2	48	B	GG
60750	LAND SURVEYOR - WILDLIFE	63	B	GG
60730	LAND SURVEYOR 2	53	B	GG
60740	LAND SURVEYOR 3	59	B	GG
17010	LAND TECHNICIAN 1	33	C	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
17020	LAND TECHNICIAN 2	39	C	GG
17100	LANDS AGENT - GAME	51	B	GG
17110	LANDS PROGRAM COORDINATOR	61	A	GG
32386	LANGUAGE SPECIALIST	53	B	GG
4140	LAUNDRY OPERATOR I	24	7	HE
4141	LAUNDRY OPERATOR II	27	7	HE
82200	LAUNDRY PRODUCTION MANAGER 1	37	H	GG
82220	LAUNDRY PRODUCTION MANAGER 2	41	H	GG
4125	LAUNDRY PRODUCTION SUPERVISOR	34	7	HE
4122	LAUNDRY SUPERVISOR	46	7	HE
82050	AP LAUNDRY WORKER 1	25	H	GG
82070	LAUNDRY WORKER 2	31	H	GG
72640	LAW ENFORCEMENT COMMUNICATIONS SYST AREA SUPV	60	A	GG
72630	LAW ENFORCEMENT COMMUNICATIONS SYSTEMS SUPV	56	E C	GG
72330	LAW ENFORCEMENT EQUIPMENT TECHNICIAN 1	39	E G	GG
72332	LAW ENFORCEMENT EQUIPMENT TECHNICIAN 2	43	E C	GG
72334	LAW ENFORCEMENT EQUIPMENT TECHNICIAN LEAD	47	E C	GG
2070	LEGAL ASSISTANT	50	5	HE
2240	LEGAL SECRETARY	38	4	HE
01800	AP LEGAL SECRETARY 1	35	F	GG
01820	LEGAL SECRETARY 2	38	F	GG
01821	LEGAL SECRETARY 3	41	E	GG
01770	LEGAL SUPPORT TRAINEE	32	F	GG
25050	LIBRARY INFORMATION ASSISTANT	33	C	GG
25100	LIBRARY INFORMATION ASSOCIATE	41	B	GG
25150	LIBRARY INFORMATION SPECIALIST	48	B	GG
4373	LIBRARY MATERIALS CONSERVATION SPECIALIST	35	5	HE
4375	LIBRARY MATERIALS CONSERVATION TECHNICIAN	31	5	HE
4310	LIBRARY SPECIALIST I	39	5	HE
4312	LIBRARY SPECIALIST I - SUPERVISOR	42	5	HE
4311	LIBRARY SPECIALIST II	43	5	HE
4313	LIBRARY SPECIALIST II - SUPERVISOR	46	5	HE
4320	LIBRARY SUPERVISOR I	38	4	HE
4321	LIBRARY SUPERVISOR II	42	4	HE
4325	LIBRARY TECHNICIAN I	27	4	HE
4326	LIBRARY TECHNICIAN II	31	4	HE
4327	LIBRARY TECHNICIAN III	33	4	HE
4328	LIBRARY TECHNICIAN LEAD	35	4	HE
286A	LICENSED PRACTICAL NURSE 1	39	C	GG
286B	LICENSED PRACTICAL NURSE 2	41	C	GG
286D	LICENSED PRACTICAL NURSE 4	44	C/5	GG/HE
13270	LICENSING COMPLIANCE AUDITOR 2	42	B	GG
13280	LICENSING COMPLIANCE AUDITOR 3	46	B	GG
48900	LICENSING HEARING SPECIALIST	54	B	GG
48840	LICENSING SERVICES MANAGER 1	53	B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
48401	+ LICENSING SERVICES REPRESENTATIVE 1	35		C	GG
48402	LICENSING SERVICES REPRESENTATIVE 2	39		C	GG
48403	LICENSING SERVICES REPRESENTATIVE 3	43		C	GG
48404	LICENSING SERVICES REPRESENTATIVE 4	48		B	GG
97400	LIFEGUARD 1	18	E	D	GG
97420	LIFEGUARD 2	22	E	D	GG
5267	LIGHTING MAINTENANCE TECHNICIAN	31	G	7	HE
14220	LIQUOR CONTROL AUDIT SUPERVISOR	48		B	GG
14210	LIQUOR CONTROL AUDITOR	44		B	GG
42030	LIQUOR CONTROL SECURITY OFFICER 1	37		D	GG
42040	LIQUOR CONTROL SECURITY OFFICER 2	44		D	GG
593A	LIQUOR ELECTRONIC SECURITY TECHNICIAN 1	31	G	D	GG
593D	LIQUOR ELECTRONIC SECURITY TECHNICIAN 4	37	G	C	GG
42160	+ LIQUOR ENFORCEMENT OFFICER 1	44		D	GG
42161	+ LIQUOR ENFORCEMENT OFFICER 2	47		D	GG
42162	LIQUOR ENFORCEMENT OFFICER 3	50		D	GG
42163	LIQUOR ENFORCEMENT OFFICER 4	52		D	GG
42080	LIQUOR INVESTIGATOR	31		D	GG
48910	LIQUOR LICENSE SPECIALIST 1	32		E	GG
48920	LIQUOR LICENSE SPECIALIST 2	38		B	GG
48930	LIQUOR LICENSE SPECIALIST 3	41		B	GG
17690	LIQUOR PURCHASING AGENT ASSISTANT	50		B	GG
228A	AP LIQUOR STORE CLERK	29	L	F	GG
44480	+ LIVESTOCK INVESTIGATOR	36		B	GG
70130	LOCKSMITH	41	E	G	GG
5375	LOCKSMITH	39	G	6	HE
5376	LOCKSMITH LEAD	42	G	6	HE
5377	LOCKSMITH SUPERVISOR	46	G	6	HE
70140	LOCKSMITH SUPERVISOR	45	E	G	GG
52648	LONG TERM CARE SURVEYOR	53		B	GG
07110	LOTTERY DISTRICT SALES REPRESENTATIVE	41		B	GG
07200	LOTTERY TELEMARKETING REPRESENTATIVE 1	38		B	GG
07220	LOTTERY TELEMARKETING REPRESENTATIVE 2	42		B	GG
5226	MACHINERY MASTER MECHANIC	46	G	6	HE
5225	MACHINERY MECHANIC	45	G	6	HE
5227	MACHINERY MECHANIC LEAD	48	G	6	HE
5228	MACHINERY MECHANIC SUPERVISOR	52	G	6	HE
5382	MACHINIST	41	G	6	HE
72220	MACHINIST SUPERVISOR	49	E	G	GG
5784	MAIL CARRIER	27		7	HE
5785	MAIL CARRIER - DRIVER A	31		7	HE
5786	MAIL CARRIER - DRIVER B	33		7	HE
11640	MAIL MANAGER	35		B	GG
11700	MAIL MANAGER - DSHS	43		B	GG
5790	MAIL RATER	33		4	HE

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5787	MAIL SERVICES LEAD	35		7	HE
5783	MAIL SERVICES SUPERVISOR	39		7	HE
5793	MAILING LIST EQUIPMENT OPERATOR II	28		4	HE
71200	MAINTENANCE - OPERATIONS ASSISTANT SUPERINTENDENT	52		A	GG
71221	MAINTENANCE - OPERATIONS STAFF ASSISTANT	64		A	GG
71220	MAINTENANCE - OPERATIONS SUPERINTENDENT	58		A	GG
5211	MAINTENANCE AND CONSTRUCTION COOR A	52	G	6	HE
5212	MAINTENANCE AND CONSTRUCTION COOR B	57	G	6	HE
5232	MAINTENANCE CUSTODIAN I	28		7	HE
5233	MAINTENANCE CUSTODIAN II	30		7	HE
5234	MAINTENANCE CUSTODIAN LEAD	32		7	HE
5235	MAINTENANCE CUSTODIAN SUPERVISOR	35		7	HE
71150	AP MAINTENANCE LEAD TECHNICIAN	46	E	G	GG
71380	AP MAINTENANCE LEAD TECHNICIAN, BRIDGE	46	E	G	GG
71470	MAINTENANCE LEAD TECHNICIAN, SUSPENSION BRIDGE	50	E	G	GG
5242	MAINTENANCE MECHANIC I	39	C	7	HE
5243	MAINTENANCE MECHANIC II	45	G	6	HE
5244	MAINTENANCE MECHANIC LEAD	48	G	6	HE
71280	MAINTENANCE METHODS SPECIALIST	52		B	GG
71250	AP MAINTENANCE SPECIALIST - TRANSPORTATION	48	E	G	GG
71460	MAINTENANCE SPECIALIST, SUSPENSION BRIDGE	48	E	G	GG
71170	AP MAINTENANCE SUPERVISOR	50		G	GG
5208	MAINTENANCE SUPERVISOR I	52	G	6	HE
5209	MAINTENANCE SUPERVISOR II	55	G	6	HE
5210	MAINTENANCE SUPERVISOR III	62		6	HE
71400	AP MAINTENANCE SUPERVISOR, BRIDGE	50		G	GG
71420	AP MAINTENANCE SUPERVISOR, FLOATING BRIDGE	54		G	GG
71480	MAINTENANCE SUPERVISOR, SUSPENSION BRIDGE	54		G	GG
71070	AP, + MAINTENANCE TECHNICIAN 1	36	E	G	GG
71340	AP MAINTENANCE TECHNICIAN 1, BRIDGE	40	E	G	GG
71090	AP MAINTENANCE TECHNICIAN 2	40	E	G	GG
71360	AP MAINTENANCE TECHNICIAN 2, BRIDGE	44	E	G	GG
71110	AP MAINTENANCE TECHNICIAN 3	44	E	G	GG
71050	+ MAINTENANCE TRAINEE	30	E	G	GG
11760	MANAGEMENT ANALYST 1	40		B	GG
11780	MANAGEMENT ANALYST 2	44		B	GG
11800	MANAGEMENT ANALYST 3	48		B	GG
11820	MANAGEMENT ANALYST 4	54		B	GG
11960	MANAGEMENT INTERN 1	39		B	GG
11970	MANAGEMENT INTERN 2	43		B	GG
11670	MANAGER, OFFICE SERVICES 1	47		B	GG
11680	MANAGER, OFFICE SERVICES 2	49		B	GG
4173	MANAGER, SWIMMING POOLS	41		3	HE
83350	MANSION CUSTODIAN	27		H	GG
57620	MANUAL ARTS THERAPIST	45		B	GG

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71860	+ MARINE BOAT/TUG OPERATOR	48		C	GG
69620	MARINE DESIGNER	57		C	GG
60260	MARINE ELECTRICAL ENGINEER	62		B	GG
72010	MARINE ENGINE MECHANIC SUPERVISOR	46	E	G	GG
69911	MARINE ENGINEER	61		B	GG
4920	MARINE ENGINEER, FIRST ASSISTANT	46	G	3	HE
4921	MARINE ENGINEER, SECOND ASSISTANT	42	G	3	HE
4922	MARINE ENGINEER, THIRD ASSISTANT	39	G	3	HE
69914	MARINE MECHANICAL ENGINEER	71		B	GG
71875	MARINE OPERATIONS SUPERVISOR	51		G	GG
69858	MARINE OPERATIONS WATCH SUPERVISOR	51		B	GG
69913	MARINE PROJECT ENGINEER	71		B	GG
4810	MARINE TECHNOLOGIST I	40		3	HE
4811	MARINE TECHNOLOGIST II	45		3	HE
398B	MARINE TRANSPORTATION SAFETY SPECIALIST 2	59		B	GG
398C	MARINE TRANSPORTATION SAFETY SPECIALIST 3	65		B	GG
4961	MARINER I	23	G	7	HE
4960	MARINER II	28	G	7	HE
14000	MARKET CONDUCT EXAMINER 1	55		B	GG
14010	MARKET CONDUCT EXAMINER 2	59		B	GG
17930	MARKETING MANAGER - MMC	53		A	GG
70100	MASON AND PLASTERER	41	E	G	GG
5388	MASON TRADE TRAINEE	34	E	7	HE
5390	MASON/PLASTERER	40	G	6	HE
5392	MASON/PLASTERER LEAD	43	G	6	HE
5393	MASON/PLASTERER SUPERVISOR	47	G	6	HE
4925	MASTER, RESEARCH VESSEL, 100 GT	48	G	3	HE
4945	MATE, CHIEF	51	G	5	HE
4946	MATE, SECOND	42	G	5	HE
4947	MATE, THIRD	39	G	5	HE
5704	MATERIALS RESOURCE MANAGER A	46		3	HE
80500	MEAT CUTTER 1	36		H	GG
60170	MECHANICAL ENGINEER 2	55		B	GG
60190	MECHANICAL ENGINEER 3	61		B	GG
60210	MECHANICAL ENGINEER 4	65		B	GG
3557	MEDIA ASSISTANT I	24		4	HE
3558	MEDIA ASSISTANT II	29		4	HE
3559	MEDIA ASSISTANT III	33		4	HE
3540	MEDIA ENGINEER A	51		3	HE
3541	MEDIA ENGINEER B	56		3	HE
3562	MEDIA LABORATORY COORDINATOR	32		5	HE
3532	MEDIA MAINTENANCE SUPERVISOR	49		5	HE
3529	MEDIA MAINTENANCE TECHNICIAN I	35		5	HE
3530	MEDIA MAINTENANCE TECHNICIAN II	41		5	HE
3531	MEDIA MAINTENANCE TECHNICIAN III	45		5	HE

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3533	MEDIA MAINTENANCE TECHNICIAN LEAD	47	5	HE	
3565	MEDIA SERVICES SUPERVISOR	36	5	HE	
3520	MEDIA TECHNICIAN	27	5	HE	
3523	MEDIA TECHNICIAN LEAD	38	5	HE	
3521	MEDIA TECHNICIAN SENIOR	35	5	HE	
3522	MEDIA TECHNICIAN SUPERVISOR	41	5	HE	
52300	MEDICAL ASSISTANCE PROGRAM MANAGER 1	52	B	GG	
52350	MEDICAL ASSISTANCE PROGRAM MANAGER 2	56	B	GG	
46340	MEDICAL ASSISTANCE SPECIALIST 1	33	C	GG	
46350	MEDICAL ASSISTANCE SPECIALIST 2	36	C	GG	
46360	MEDICAL ASSISTANCE SPECIALIST 3	42	C	GG	
46370	MEDICAL ASSISTANCE SPECIALIST 4	46	C	GG	
46380	MEDICAL ASSISTANCE SPECIALIST 5	51	C	GG	
6265	MEDICAL ASSISTANT	37	5	HE	
54950	MEDICAL PROGRAM SPECIALIST 1	55	B	GG	
54960	MEDICAL PROGRAM SPECIALIST 2	59	B	GG	
53180	MEDICAL TECHNOLOGIST 2	49	B	GG	
53200	MEDICAL TECHNOLOGIST 3	53	B	GG	
01700	MEDICAL TRANSCRIPTIONIST	33	F	GG	
6021	MEDICAL TRANSCRIPTIONIST I	33	4	HE	
6022	MEDICAL TRANSCRIPTIONIST II	36	4	HE	
6023	MEDICAL TRANSCRIPTIONIST LEAD	39	4	HE	
6024	MEDICAL TRANSCRIPTIONIST SUPERVISOR	43	4	HE	
47830	MEDICAL TREATMENT ADJUDICATOR 1	40	C	GG	
47840	MEDICAL TREATMENT ADJUDICATOR 2	43	C	GG	
47850	MEDICAL TREATMENT ADJUDICATOR 3	47	C	GG	
47860	MEDICAL TREATMENT ADJUDICATOR 4	54	C	GG	
6123	MENTAL HEALTH PRACTITIONER	52	3	HE	
6192	MENTAL HEALTH PRACTITIONER CLINICAL SPEC	52	3	HE	
6194	MENTAL HEALTH PRACTITIONER LEAD	53	3	HE	
6183	MENTAL HEALTH SPECIALIST I	39	5	HE	
6184	MENTAL HEALTH SPECIALIST II	43	5	HE	
56650	AP MENTAL HEALTH TECHNICIAN 1	34	C	GG	
56670	AP MENTAL HEALTH TECHNICIAN 2	36	C	GG	
56690	AP MENTAL HEALTH TECHNICIAN 3	39	C	GG	
56740	MENTAL HEALTH TECHNICIAN 5	45	C	GG	
4980	MESS ATTENDANT (Set Aside)	22	G	7	HE
5728	MESSENGER DRIVER	26	7	HE	
5729	MESSENGER DRIVER LEAD	30	7	HE	
53300	MICROBIOLOGIST 1	44	B	GG	
53320	MICROBIOLOGIST 2	50	B	GG	
53340	MICROBIOLOGIST 3	56	B	GG	
53360	MICROBIOLOGIST 4	62	A	GG	
6410	MICROBIOLOGIST I	40	3	HE	
6409	MICROBIOLOGIST II	46	5	HE	

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER	
6408	MICROBIOLOGIST III	52	3	HE	
02710	MICROFILM TECHNICIAN 1	22	C	GG	
02720	MICROFILM TECHNICIAN 2	26	C	GG	
4560	MILKER	30	7	HE	
15271	+ MISCELLANEOUS TAX SPECIALIST 1	42	B	GG	
15272	MISCELLANEOUS TAX SPECIALIST 2	49	B	GG	
15273	MISCELLANEOUS TAX SPECIALIST 3	53	B	GG	
27670	MISSING CHILDREN CLEARINGHOUSE COORDINATOR	52	A	GG	
6520	MOLD FABRICATION TECHNICIAN	35	5	HE	
42440	MOTOR CARRIER LAW ENFORCEMENT SPECIAL INVESTIGATOR	46	D	GG	
72120	MOTOR POOL MANAGER	45	E	G	GG
72160	MOTOR VEHICLE MAINTENANCE COORDINATOR	50		B	GG
5396	MOTORIZED EQUIP MECH TRADE TRAINEE	32	C	7	HE
5399	MOTORIZED EQUIP MECHANIC SUPERVISOR	45	G	6	HE
5395	MOTORIZED EQUIP SERVICE ATTENDANT	28	G	7	HE
5397	MOTORIZED EQUIPMENT MECHANIC	38	G	6	HE
5398	MOTORIZED EQUIPMENT MECHANIC LEAD	41	G	6	HE
25680	MUSEUM AIDE	28		H	GG
25681	MUSEUM ASSISTANT	32		C	GG
4384	MUSEUM/GALLERY MANAGER	50		1	HE
11220	MWBE PROGRAM SPECIALIST 2	49		B	GG
95900	NATURAL RESOURCE CAMP MANAGER 1	48		B	GG
95910	NATURAL RESOURCE CAMP MANAGER 2	52		B	GG
95840	NATURAL RESOURCE DISTRICT MANAGER	56		B	GG
60340	NATURAL RESOURCE ENGINEER 1	48		B	GG
60350	NATURAL RESOURCE ENGINEER 2	53		B	GG
60360	NATURAL RESOURCE ENGINEER 3	58		B	GG
60370	NATURAL RESOURCE ENGINEER 4	61		B	GG
41980	+ NATURAL RESOURCE INVESTIGATOR	50		B	GG
95820	NATURAL RESOURCE PROGRAM COORDINATOR	52		B	GG
95800	NATURAL RESOURCE PROGRAM SPECIALIST	52		B	GG
95850	NATURAL RESOURCE PROJECT/SECTION ADMINISTRATOR	56		B	GG
95120	NATURAL RESOURCE RESEARCH TECHNICIAN 2	39		C	GG
95130	NATURAL RESOURCE RESEARCH TECHNICIAN 3	45		C	GG
95600	NATURAL RESOURCE SCIENTIST 1	44		B	GG
95620	NATURAL RESOURCE SCIENTIST 2	52		B	GG
95640	NATURAL RESOURCE SCIENTIST 3	60		B	GG
95660	NATURAL RESOURCE SCIENTIST 4	64		B	GG
94010	NATURAL RESOURCE WORKER 1	24		H	GG
94020	NATURAL RESOURCE WORKER 2	31		H	GG
69640	NAVAL ARCHITECT 1	63		B	GG
69660	NAVAL ARCHITECT 2	67		B	GG
51180	NEUROLOGIST	87	E	A	GG
60850	NUCLEAR ENGINEER	67		A	GG
6405	NUCLEAR MEDICINE P.E.T. TECHNOLOGIST	54		3	HE

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6415	NUCLEAR MEDICINE TECHNOLOGIST I	48		3	HE
6416	NUCLEAR MEDICINE TECHNOLOGIST II	51		3	HE
6412	NUCLEAR MEDICINE TECHNOLOGIST LEAD	56		3	HE
6414	NUCLEAR MEDICINE TECHNOLOGIST SUPERVISOR	58		3	HE
62870	NUCLEAR WASTE PROGRAM SPECIALIST	61		B	GG
6233	NURSE COORDINATOR II (Set Aside)	55		3	HE
56470	NURSE PRACTITIONER	53	N	B	GG
5130	NURSERY WORKER	33		7	HE
56600	NURSING ASSISTANT 1 - CERTIFIED	32		E	GG
56620	NURSING ASSISTANT 2 - CERTIFIED	34		E	GG
55100	NURSING CARE CONSULTANT	53	N	B	GG
55230	NURSING CONSULTANT, INSTITUTIONAL	53	N	B	GG
55200	NURSING CONSULTANT, PUBLIC HEALTH	53	N	B	GG
55300	NURSING CONSULTATION ADVISOR	57	N	B	GG
80800	NUTRITION CONSULTANT 1	52		B	GG
80810	NUTRITION CONSULTANT 2	55		B	GG
30600	OASI SUPERVISOR	57		B	GG
55050	OCCUPATIONAL NURSE CONSULTANT	53	N	B	GG
55060	OCCUPATIONAL NURSE CONSULTANT SUPERVISOR	57	N	B	GG
57200	OCCUPATIONAL THERAPIST 1	50		B	GG
57220	OCCUPATIONAL THERAPIST 2	54		B	GG
57240	OCCUPATIONAL THERAPIST 3	58		B	GG
6140	OCCUPATIONAL THERAPIST I	41		3	HE
6141	OCCUPATIONAL THERAPIST II	45		3	HE
6144	OCCUPATIONAL THERAPIST SPECIALIST	53		3	HE
6142	OCCUPATIONAL THERAPIST SUPERVISOR	54		3	HE
6138	OCCUPATIONAL THERAPY ASSISTANT I	34		5	HE
6139	OCCUPATIONAL THERAPY ASSISTANT II	37		5	HE
100I	AP OFFICE ASSISTANT 2	28		F/4	GG/HE
100J	OFFICE ASSISTANT 3	31		F/4	GG/HE
2220	OFFICE ASSISTANT I	25		4	HE
100K	AP OFFICE ASSISTANT LEAD	33		F/4	GG/HE
5401	OFFICE MACHINE MECHANIC LEAD	45	G	6	HE
02600	OFFICE MACHINE OPERATOR	25		F	GG
11650	OFFICE MANAGER	43		B	GG
100L	OFFICE SUPPORT SUPERVISOR 1	36		F/4	GG/HE
100M	OFFICE SUPPORT SUPERVISOR 2	40		F/4	GG/HE
01015	OFFICE SUPPORT SUPERVISOR 3	43		F	GG
00900	OFFICE TRAINEE	21		F	GG
3631	OFFSET DUPLICATOR OPERATOR	26	G	5	HE
02800	OFFSET DUPLICATOR OPERATOR 1	27		G	GG
02810	AP OFFSET DUPLICATOR OPERATOR 2	31		G	GG
02820	AP OFFSET DUPLICATOR OPERATOR 3	35		G	GG
3632	OFFSET DUPLICATOR OPERATOR LEAD	29	G	5	HE
3682	OFFSET PRESS OPERATOR	45	G	6	HE

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
3677	OFFSET PRINTER OPERATOR	35	G	6	HE
3678	OFFSET PRINTER OPERATOR LEAD	38	G	6	HE
3679	OFFSET PRINTER OPERATOR SUPERVISOR	42	G	6	HE
4935	OILER, MARINE	28	G	7	HE
5214	OPERATIONS CENTER SUPERVISOR	53		4	HE
6431	OPHTHALMIC TECHNICIAN III	50		5	HE
4817	OPTICAL TECHNICIAN I	34		5	HE
4818	OPTICAL TECHNICIAN II	44		5	HE
4820	OPTICAL TECHNICIAN LEAD	50		5	HE
6463	ORAL MAXILLO FACIAL SURGERY TECHNI	50		5	HE
3067	ORDER FULFILLMENT COORDINATOR	32		4	HE
5732	ORDER SERVICE COORDINATOR	32		4	HE
5733	ORDER SERVICE COORDINATOR SUPERVISOR	35		4	HE
13680	ORGANIZATION AND FISCAL AUDITOR 3	48		B	GG
13720	ORGANIZATION AND FISCAL AUDITOR 4	56		B	GG
37320	ORIENTATION AND MOBILITY SPECIALIST	49		B	GG
6158	ORTHOPAEDIC TECHNICIAN I	37		5	HE
6159	ORTHOPAEDIC TECHNICIAN II	40		5	HE
72570	ORTHOTICS/ADAPTIVE EQUIPMENT TECHNICIAN	37	E	C	GG
6161	ORTHOTICS-PROSTHETICS PRACTITIONER	51		3	HE
6160	ORTHOTICS-PROSTHETICS TECHNICIAN	43		5	HE
67220	OUTDOOR GRANTS MANAGER	59		A	GG
67230	OUTDOOR GRANTS MANAGER - SENIOR	63		A	GG
67120	OUTDOOR RESOURCE PLANNER	59		B	GG
67130	OUTDOOR RESOURCE PLANNER - SENIOR	63		B	GG
5410	PAINTER	39	G	6	HE
70320	PAINTER	41	E	G	GG
5409	* PAINTER APPRENTICE	APP*		7	HE
5411	PAINTER LEAD	42	G	6	HE
5413	PAINTER SUPERVISOR	46	G	6	HE
70340	PAINTER SUPERVISOR	45	E	G	GG
5408	PAINTER TRADE TRAINEE	33	E	7	HE
3675	PAMPHLET BINDER I	21	G	4	HE
3676	PAMPHLET BINDER II	26	G	4	HE
46610	PARALEGAL 1	41		B	GG
46620	PARALEGAL 2	46		B	GG
46630	PARALEGAL 3	50		B	GG
97050	PARK AIDE	18		H	GG
97090	+ PARK RANGER 1	42		D	GG
97110	PARK RANGER 2	47		D	GG
97130	PARK RANGER 3	51		D	GG
97150	PARK RANGER 4	54		D	GG
97170	PARK RANGER 5	58		D	GG
97190	PARK RANGER 6	63		D	GG
97210	PARK RANGER 7	65		D	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
97052	PARK RANGER IN-TRAINING	38	D	GG
97070	PARK RANGER, SEASONAL	42	D	GG
2658	PARKING CHECKER	38	7	HE
2653	PARKING SUPERVISOR I	43	7	HE
2654	PARKING SUPERVISOR II	49	7	HE
36919	PARKS AND RECREATION COORDINATOR 1	44	B	GG
36920	PARKS AND RECREATION COORDINATOR 2	52	B	GG
36921	PARKS AND RECREATION COORDINATOR 3	56	B	GG
97230	PARKS INTERPRETIVE ASSISTANT	28	H	GG
97250	PARKS INTERPRETIVE CONSULTANT	44	B	GG
97240	PARKS INTERPRETIVE SPECIALIST	34	C	GG
97260	PARKS INTERPRETIVE SUPERVISOR	52	B	GG
67010	PARKS PLANNER 1	47	B	GG
67020	PARKS PLANNER 2	55	B	GG
67030	PARKS PLANNER 3	59	B	GG
67040	PARKS PLANNER 4	63	B	GG
67000	PARKS PLANNER AIDE	39	E	GG
6072	PATIENT CARE COORDINATOR	49	4	HE
6078	PATIENT SERVICES COORDINATOR	37	4	HE
6079	PATIENT SERVICES LEAD	37	4	HE
6077	PATIENT SERVICES REPRESENTATIVE	34	4	HE
6080	PATIENT SERVICES SUPERVISOR	41	4	HE
3058	PAYROLL & BENEFITS COORDINATOR	40	3	HE
3063	PAYROLL COORDINATOR	39	3	HE
3065	PAYROLL SUPERVISOR	43	1	HE
3061	PAYROLL TECHNICIAN	32	4	HE
3062	PAYROLL TECHNICIAN LEAD	34	4	HE
02160	AP PBX CHIEF OPERATOR	32	F	GG
02155	PBX SECURITY COMMUNICATIONS OPERATOR	31	F	GG
680B	PERSONAL SERVICES SPECIALIST 2	34	G	GG
680C	PERSONAL SERVICES SPECIALIST 3	36	G	GG
44770	PEST BIOLOGIST 1	44	B	GG
44771	PEST BIOLOGIST 2	51	B	GG
44772	PEST BIOLOGIST 3	55	B	GG
53670	PHARMACIST	64	E B	GG
53550	PHARMACIST - INVESTIGATOR	70	E B	GG
53730	PHARMACIST CLINICAL	67	E B	GG
53700	PHARMACIST CONSULTANT	65	E B	GG
6034	PHARMACIST I	55	3	HE
6035	PHARMACIST II	64	3	HE
6029	PHARMACIST III	66	3	HE
6033	PHARMACIST IV	68	3	HE
6031	PHARMACIST SUPERVISOR	72	3	HE
53680	PHARMACIST SUPERVISOR	66	E B	GG
6037	PHARMACY ASSISTANT	43	5	HE

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER	
53710	PHARMACY ASSISTANT A	42	C	GG	
53720	PHARMACY ASSISTANT B	36	E	GG	
6038	PHARMACY TECHNICIAN I	47	5	HE	
6041	PHARMACY TECHNICIAN II	49	5	HE	
6036	PHARMACY TECHNICIAN LEAD	51	5	HE	
6394	PHLEBOTOMIST	27	5	HE	
6395	PHLEBOTOMIST LEAD	30	5	HE	
6396	PHLEBOTOMIST SUPERVISOR	34	5	HE	
73630	PHOTO SUPERVISOR, AERIAL	58	C	GG	
73610	PHOTO TECHNICIAN 1, AERIAL	42	C	GG	
73620	PHOTO TECHNICIAN 2, AERIAL	54	C	GG	
65477	PHOTOGRAMMETRIC TECHNICIAN	49	C	GG	
65478	PHOTOGRAMMETRIST 1	55	B	GG	
65479	PHOTOGRAMMETRIST 2	59	B	GG	
65480	PHOTOGRAMMETRY SUPERVISOR	65	B	GG	
26700	PHOTOGRAPHER	42	C	GG	
3785	PHOTOGRAPHER I	40	5	HE	
3786	PHOTOGRAPHER II	44	5	HE	
73640	PHOTOGRAPHER, AERIAL	56	C	GG	
26670	PHOTOGRAPHIC TECHNICIAN 1	42	C	GG	
26680	PHOTOGRAPHIC TECHNICIAN 2	48	C	GG	
3790	PHOTOGRAPHY SUPERVISOR	48	5	HE	
3624	PHOTOLITHOGRAPHER	45	G	6	HE
3625	PHOTOLITHOGRAPHER SUPERVISOR	49	G	6	HE
3578	PHOTO-MEDIA SPECIALIST	46		5	HE
3693	PHOTOTYPESETTER	32	G	6	HE
3694	PHOTOTYPESETTER LEAD	34	G	6	HE
57300	PHYSICAL THERAPIST 1	51		B	GG
57320	PHYSICAL THERAPIST 2	56		B	GG
57340	PHYSICAL THERAPIST 3	60		B	GG
6136	PHYSICAL THERAPIST I	47		3	HE
6130	PHYSICAL THERAPIST II	51		3	HE
6131	PHYSICAL THERAPIST III	54		3	HE
6137	PHYSICAL THERAPIST SPECIALIST	61		3	HE
6132	PHYSICAL THERAPIST SUPERVISOR	62		3	HE
6128	PHYSICAL THERAPY ASSISTANT I	42		5	HE
6129	PHYSICAL THERAPY ASSISTANT II	45		5	HE
51100	PHYSICIAN 1	76	E	B	GG
51120	PHYSICIAN 2	80	E	B	GG
51140	PHYSICIAN 3 - GENERALIST/SPECIALISTS	86	E	B	GG
51080	PHYSICIAN ASSISTANT	58		B	GG
51090	PHYSICIAN ASSISTANT, CERTIFIED	62		B	GG
5420	PIANO TECHNICIAN	41	G	6	HE
4670	PLANNER I	48		3	HE
4671	PLANNER II	54		3	HE

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4672	PLANNER III	60	3	HE
2041	PLANNING ANALYST I	45	3	HE
2042	PLANNING ANALYST II	50	3	HE
2044	PLANNING ANALYST III	55	3	HE
5213	PLANT COMMUNICATIONS COORDINATOR	48	4	HE
75700	PLANT MANAGER 1	47	G	GG
75720	PLANT MANAGER 2	49	G	GG
75550	PLANT MECHANIC	41	E G	GG
75570	PLANT MECHANIC SUPERVISOR	45	E G	GG
45750	PLANT PATHOLOGY LAB TECHNICIAN	34	C	GG
5219	PLANT SERVICES MANAGER	57	6	HE
45700	PLANT SERVICES SPECIALIST 1	37	C	GG
45710	+ PLANT SERVICES SPECIALIST 2	42	C	GG
4515	PLANT TECHNICIAN I	32	5	HE
4516	PLANT TECHNICIAN II	37	5	HE
4517	PLANT TECHNICIAN III	42	5	HE
5423	PLUMB/PIPE/STEAMFITTER TRADE TRAINEE	39	C 7	HE
70200	PLUMBER	45	E G	GG
70220	PLUMBER SUPERVISOR	49	E G	GG
5425	PLUMBER/PIPEFITTER/STEAMFITTER	45	G 6	HE
5426	PLUMBER/PIPEFITTER/STEAMFITTER LEAD	48	G 6	HE
5427	PLUMBER/PIPEFITTER/STEAMFITTER SUPR	52	G 6	HE
11570	POLICY ANALYST 1	42	B	GG
11580	POLICY ANALYST 2	50	B	GG
11590	POLICY ANALYST 3	54	B	GG
13060	POLITICAL FINANCE SPECIALIST 1	43	B	GG
13061	POLITICAL FINANCE SPECIALIST 2	47	B	GG
13062	POLITICAL FINANCE SPECIALIST 3	50	B	GG
6495	POLYSOMNOGRAPHIC TECHNICIAN I	41	5	HE
6496	POLYSOMNOGRAPHIC TECHNICIAN II	45	5	HE
6497	POLYSOMNOGRAPHIC TECHNOLOGIST	52	3	HE
5640	POWER PLANT OPERATING ENGINEER I	43	G 6	HE
5641	POWER PLANT OPERATING ENGINEER II	47	G 6	HE
5642	POWER PLANT OPERATING ENGINEER LEAD	51	G 6	HE
4380	PREPARATOR	36	3	HE
3684	PRESSROOM SUPERVISOR	49	G 6	HE
43300	PRESSURE VESSEL INSPECTOR 1	56	C	GG
43310	PRESSURE VESSEL INSPECTOR 2	60	C	GG
43312	PRESSURE VESSEL INSPECTOR 3	62	C	GG
25190	PRINCIPAL LIBRARY INFORMATION SPECIALIST	58	B	GG
3688	PRINTER-LITHOGRAPHER	45	G 6	HE
3690	PRINTER-LITHOGRAPHER SUPERVISOR	49	G 6	HE
3665	PRINTING STOCKROOM SUPERVISOR	49	G 6	HE
3668	PRINTING STOCKROOM WORKER	45	G 6	HE
2038	PROCEDURES ANALYST I	40	3	HE

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2039	PROCEDURES ANALYST II	45	3	HE
48964	PROFESSIONAL LICENSING MANAGER 1	41	B	GG
48966	PROFESSIONAL LICENSING MANAGER 2	49	B	GG
2255	PROGRAM ASSISTANT	32	4	HE
2256	PROGRAM COORDINATOR	37	4	HE
11870	PROGRAM COORDINATOR - DSHS	56	B	GG
2015	PROGRAM MANAGER A	44	1	HE
2016	PROGRAM MANAGER B	49	1	HE
2259	PROGRAM SUPPORT SUPERVISOR I	41	4	HE
2257	PROGRAM SUPPORT SUPERVISOR II	44	4	HE
41480	PROPERTY AND EVIDENCE CUSTODIAN	40	G	GG
61190	PROPERTY TAX APPRAISER 3	45	B	GG
61200	PROPERTY TAX APPRAISER 4	52	B	GG
61170	PROPERTY TAX AUDITOR 3	45	B	GG
61180	PROPERTY TAX AUDITOR 4	52	B	GG
61150	+ PROPERTY TAX AUDITOR/APPRAISER 1	35	B	GG
61160	PROPERTY TAX AUDITOR/APPRAISER 2	40	B	GG
61210	PROPERTY TAX AUDITOR/APPRAISER 5	56	A	GG
61220	PROPERTY TAX SPECIALIST	59	A	GG
61221	PROPERTY TAX SUPERVISOR	61	B	GG
16010	+ PRORATE AND FUEL TAX AUDITOR	46	B	GG
16020	PRORATE AND FUEL TAX AUDITOR SENIOR	52	B	GG
56070	PSYCHIATRIC CHILD CARE COUNSELOR 1	36	E	GG
56080	PSYCHIATRIC CHILD CARE COUNSELOR 2	39	E	GG
56090	PSYCHIATRIC CHILD CARE COUNSELOR 3	42	E	GG
56560	AP PSYCHIATRIC SECURITY ATTENDANT	36	C	GG
56570	PSYCHIATRIC SECURITY NURSE	40	C	GG
35500	PSYCHIATRIC SOCIAL WORKER 1	42	B	GG
35520	PSYCHIATRIC SOCIAL WORKER 2	46	B	GG
35540	PSYCHIATRIC SOCIAL WORKER 3	50	B	GG
35560	PSYCHIATRIC SOCIAL WORKER 4	55	B	GG
290C	PSYCHIATRIST 3	91	B	GG
290D	PSYCHIATRIST 4	95	B	GG
362C	PSYCHOLOGIST 3	56	B	GG
362D	PSYCHOLOGIST 4	67	B	GG
362A	PSYCHOLOGY AFFILIATE	43	B	GG
362B	PSYCHOLOGY ASSOCIATE	54	B	GG
6125	PSYCHOMETRIST I	39	3	HE
6126	PSYCHOMETRIST II	43	3	HE
6127	PSYCHOMETRIST LEAD	47	3	HE
6124	PSYCHOMETRIST SUPERVISOR	53	3	HE
62200	PUBLIC HEALTH ADVISOR 1	47	B	GG
62220	PUBLIC HEALTH ADVISOR 2	53	B	GG
62240	PUBLIC HEALTH ADVISOR 3	55	B	GG
62260	PUBLIC HEALTH ADVISOR 4	59	B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
289B	PUBLIC HEALTH AND EPIDEMIOLOGIST 2	80	B	GG
289C	PUBLIC HEALTH AND EPIDEMIOLOGIST 3	84	B	GG
289D	PUBLIC HEALTH AND EPIDEMIOLOGIST 4	86	B	GG
26300	PUBLIC INFORMATION OFFICER 1	45	B	GG
26320	PUBLIC INFORMATION OFFICER 2	49	B	GG
26340	PUBLIC INFORMATION OFFICER 3	54	B	GG
26360	PUBLIC INFORMATION OFFICER 4	60	B	GG
01300	PUBLICATIONS SPECIALIST	36	C	GG
6417	PULMONARY FUNCTION TECHNOLOGIST I	37	5	HE
6418	PULMONARY FUNCTION TECHNOLOGIST II	44	5	HE
6419	PULMONARY FUNCTION TECHNOLOGIST LEAD	47	5	HE
3125	PURCHASING ASSISTANT	29	4	HE
3110	PURCHASING MANAGER A	46	3	HE
3111	PURCHASING MANAGER B	50	3	HE
32600	QUALITY CONTROL SPECIALIST	48	B	GG
98002	# RACING LICENSE SPECIALIST	39	E	GG
98006	# RACING OFFICIAL 1	40	C	GG
98008	# RACING OFFICIAL 2	44	C	GG
98004	# RACING OFFICIAL ASSISTANT	26	C	GG
98010	# RACING PARI-MUTUEL INSPECTOR	36	C	GG
98012	# RACING STEWARD	60	B	GG
60870	+ RADIATION HEALTH PHYSICIST 1	57	B	GG
60880	RADIATION HEALTH PHYSICIST 2	60	B	GG
60890	RADIATION HEALTH PHYSICIST 3	63	B	GG
60900	RADIATION HEALTH PHYSICIST 4	67	B	GG
4825	RADIATION SAFETY TECHNICIAN I	36	5	HE
4826	RADIATION SAFETY TECHNICIAN II	40	5	HE
4827	RADIATION SAFETY TECHNICIAN III	44	5	HE
6449	RADIATION THERAPY DOSIMETRIST	51	5	HE
6438	RADIATION THERAPY SPECIALIST	48	5	HE
6445	RADIATION THERAPY TECHNOLOGIST	43	5	HE
6446	RADIATION THERAPY TECHNOLOGIST LEAD	51	5	HE
6448	RADIATION THERAPY TECHNOLOGIST SUPR	57	5	HE
41610	RADIO OPERATOR	30	C	GG
53490	RADIOLOGY TECHNOLOGIST	43	C	GG
42580	RAIL CARRIER COMPLIANCE SPECIALIST	54	B	GG
42550	RAILROAD INSPECTOR 1	43	D	GG
42560	RAILROAD INSPECTOR 2	47	D	GG
4842	REACTOR SUPERVISOR	54	3	HE
4840	REACTOR TECHNICIAN I	44	5	HE
4841	REACTOR TECHNICIAN II	50	5	HE
17380	REAL ESTATE AGENT 1	41	B	GG
17390	REAL ESTATE AGENT 2	48	B	GG
17410	REAL ESTATE AGENT 3	51	B	GG
47580	REAL ESTATE INVESTIGATOR	45	B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
17420	REAL ESTATE PROJECT COORDINATOR	55	A	GG
26100	RECEPTIONIST GUIDE	26	F	GG
2047	RECORDS ANALYST I	34	3	HE
2048	RECORDS ANALYST II	39	3	HE
2049	RECORDS ANALYST III	46	3	HE
11560	RECORDS MANAGEMENT SUPERVISOR	54	B	GG
36770	RECREATION ASSISTANT	30	E	GG
4167	RECREATION COORDINATOR I	33	3	HE
4168	RECREATION COORDINATOR II	40	3	HE
4166	RECREATION COORDINATOR SUPERVISOR	42	3	HE
36800	RECREATION SPECIALIST 1	35	B	GG
36810	RECREATION SPECIALIST 2	42	B	GG
36820	RECREATION SPECIALIST 3	45	B	GG
36830	RECREATION SPECIALIST 4	49	B	GG
36815	RECREATION THERAPIST	45	B	GG
5440	REFRIGERATION MECHANIC	45 G	6	HE
72240	REFRIGERATION MECHANIC	45 E	G	GG
5441	REFRIGERATION MECHANIC LEAD	48 G	6	HE
5442	REFRIGERATION SUPERVISOR	52 G	6	HE
46830	REGIONAL SUPERVISOR	55	B	GG
53600	REGISTERED CLINICAL DIETICIAN	46	B	GG
56300	REGISTERED NURSE 1	41 EN	B	GG
56320	REGISTERED NURSE 2	47 N	B	GG
56340	REGISTERED NURSE 3	51 N	B	GG
56360	REGISTERED NURSE 4	55 N	B	GG
6210	REGISTERED NURSE I - RESEARCH (Set Aside)	49	3	HE
6230	REGISTERED NURSE II (Set Aside)	49	3	HE
6211	REGISTERED NURSE II - RESEARCH (Set Aside)	54	3	HE
6231	REGISTERED NURSE III (Set Aside)	54	3	HE
6212	REGISTERED NURSE SUPERVISOR - RESEARCH (Set Aside)	59	3	HE
456A	REGULATORY ANALYST 1	47	B	GG
456B	REGULATORY ANALYST 2	55	B	GG
456C	REGULATORY ANALYST 3	60	B	GG
6120	REHABILITATION COUNSELOR I	57	3	HE
6121	REHABILITATION COUNSELOR II	61	3	HE
21880	REHABILITATION TEACHER 1	36	B	GG
21890	REHABILITATION TEACHER 2	42	B	GG
21900	REHABILITATION TEACHER 3	46	B	GG
37079	REHABILITATION TECHNICIAN 1	38	E	GG
37081	REHABILITATION TECHNICIAN 2	41	B	GG
38760	RELIGIOUS PROGRAM SPECIALIST	45	B	GG
02890	REPRODUCTION SUPERVISOR 1	43	C	GG
02900	REPRODUCTION SUPERVISOR 2	47	G	GG
4850	RESEARCH AIDE I	31	5	HE
4851	RESEARCH AIDE II	37	5	HE

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04080	RESEARCH ANALYST 1	39	B	GG
04090	RESEARCH ANALYST 2	42	B	GG
04100	RESEARCH ANALYST 3	47	B	GG
04110	RESEARCH ANALYST 4	53	B	GG
2030	RESEARCH ANALYST I	37	3	HE
2031	RESEARCH ANALYST II	42	3	HE
2032	RESEARCH ANALYST III	47	3	HE
2005	RESEARCH ANALYST LEAD	50	3	HE
4857	RESEARCH DIETITIAN I	43	3	HE
4858	RESEARCH DIETITIAN II	47	3	HE
04150	RESEARCH INVESTIGATOR 1	51	B	GG
04160	RESEARCH INVESTIGATOR 2	55	B	GG
04170	RESEARCH INVESTIGATOR 3	60	B	GG
4867	RESEARCH STUDY ASSISTANT	33	3	HE
4868	RESEARCH STUDY COORDINATOR I	38	3	HE
4869	RESEARCH STUDY COORDINATOR II	43	3	HE
4870	RESEARCH STUDY COORDINATOR LEAD	43	3	HE
4871	RESEARCH STUDY SUPERVISOR	46	3	HE
4859	RESEARCH TECHNOLOGIST I	35	3	HE
4860	RESEARCH TECHNOLOGIST II	40	3	HE
4861	RESEARCH TECHNOLOGIST III	44	3	HE
4863	RESEARCH TECHNOLOGIST SUPERVISOR	49	3	HE
4510	RESEARCH/EXTENSION PROGRAM ASSISTANT	38	4	HE
36600	RESIDENTIAL LIFE COUNSELOR	35	B	GG
38954	RESIDENTIAL REHABILITATION COUNSELOR 1	32	B	GG
38955	RESIDENTIAL REHABILITATION COUNSELOR 2	36	B	GG
38956	RESIDENTIAL REHABILITATION COUNSELOR 3	42	B	GG
56990	RESIDENTIAL SERVICES COORDINATOR	44	E	GG
25980	RESOURCE DEVELOPMENT OFFICER	51	A	GG
6153	RESPIRATORY CARE ASSISTANT	36	5	HE
6154	RESPIRATORY CARE ASSOCIATE	43	5	HE
6156	RESPIRATORY CARE LEAD	51	5	HE
6155	RESPIRATORY CARE PRACTITIONER	48	5	HE
6151	RESPIRATORY CARE SPECIALIST	57	3	HE
83140	AP REST AREA ATTENDANT - TRANSPORTATION	31	H	GG
229A	RETAIL ASSISTANT MANAGER 1	33	F	GG
229B	RETAIL ASSISTANT MANAGER 2	35	F	GG
06100	AP RETAIL CLERK 1	26	F	GG
06120	AP RETAIL CLERK 2	29	F	GG
3220	RETAIL CLERK I	26	4	HE
3221	RETAIL CLERK II	28	4	HE
3222	RETAIL CLERK LEAD	32	4	HE
229C	AP RETAIL MANAGER 3	39	B	GG
229D	AP RETAIL MANAGER 4	43	B	GG
13232	RETIREMENT SERVICES ANALYST 1	36	B	GG

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13234	RETIREMENT SERVICES ANALYST 2	43	B	GG
13236	RETIREMENT SERVICES ANALYST 3	46	B	GG
13238	RETIREMENT SERVICES ANALYST 4	49	B	GG
15090	REVENUE AGENT 1	37	B	GG
15091	REVENUE AGENT 2	42	B	GG
15092	REVENUE AGENT 3	50	B	GG
15093	REVENUE AGENT 4	54	B	GG
15280	AP, + REVENUE AUDITOR 1	37	B	GG
15300	AP REVENUE AUDITOR 2	44	B	GG
15320	AP REVENUE AUDITOR 3	51	B	GG
15330	AP REVENUE AUDITOR 4	56	B	GG
95300	+ REVENUE FORESTER 1	43	B	GG
95310	REVENUE FORESTER 2	48	B	GG
95320	REVENUE FORESTER 3	55	B	GG
95330	REVENUE FORESTER 4	57	B	GG
15020	+ REVENUE OFFICER 1	37	B	GG
15040	REVENUE OFFICER 2	42	B	GG
15060	REVENUE OFFICER 3	48	B	GG
15080	REVENUE OFFICER 4	53	B	GG
47290	REVIEW JUDGE	66	B	GG
61860	AP,+ RIGHT OF WAY AGENT 1	39	B	GG
61870	AP,+ RIGHT OF WAY AGENT 2	47	B	GG
61880	AP,+ RIGHT OF WAY AGENT 3	53	B	GG
61890	AP,+ RIGHT OF WAY AGENT 4	56	B	GG
05000	RISK ANALYST	50	B	GG
46819	RISK MANAGEMENT SPECIALIST 1	38	B	GG
46820	RISK MANAGEMENT SPECIALIST 2	49	B	GG
46821	RISK MANAGEMENT SPECIALIST 3	52	B	GG
5450	ROOFER	39	G 6	HE
5451	ROOFER LEAD	42	G 6	HE
43170	SAFETY AND HEALTH SPECIALIST 1 - L&I	38	C	GG
43171	SAFETY AND HEALTH SPECIALIST 2 - L&I	48	C	GG
43172	SAFETY AND HEALTH SPECIALIST 3 - L&I	51	C	GG
43173	SAFETY AND HEALTH SPECIALIST 4 - L&I	54	C	GG
43930	SAFETY OFFICER 1	48	B	GG
43940	SAFETY OFFICER 2	52	B	GG
43920	SAFETY OFFICER ASSISTANT	43	C	GG
2686	SAFETY PROFESSIONAL I	47	3	HE
2688	SAFETY PROFESSIONAL II	51	3	HE
2685	SAFETY PROFESSIONAL III	53	3	HE
43950	SAFETY PROGRAM ASSISTANT MANAGER	54	B	GG
75600	SCALE TECHNICIAN	43	E G	GG
75620	SCALE TECHNICIAN SUPERVISOR	45	E G	GG
38040	SCHOOL PSYCHOLOGIST, SCHOOL FOR THE DEAF	V	B	GG
21580	SCHOOL SOCIAL WORKER	V	B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER	
3507	SCIENTIFIC INSTRUCTIONAL DESIGNER II	46	3	HE	
4786	SCIENTIFIC INSTRUCTIONAL TECHNI SUPR	47	5	HE	
4784	SCIENTIFIC INSTRUCTIONAL TECHNICIAN I	40	5	HE	
4785	SCIENTIFIC INSTRUCTIONAL TECHNICIAN II	43	5	HE	
5769	SCIENTIFIC STORES ATTENDANT	33	4	HE	
53220	SCIENTIFIC TECHNICIAN 1	30	C	GG	
53240	SCIENTIFIC TECHNICIAN 2	36	C	GG	
53260	SCIENTIFIC TECHNICIAN 3	42	C	GG	
53280	SCIENTIFIC TECHNICIAN 4	46	C	GG	
4150	SEAMESTRE	25	7	HE	
84300	SEAMSTRESS 1	34	G	GG	
84320	SEAMSTRESS 2	37	G	GG	
4972	SECOND COOK AND BAKER (Set Aside)	27	G	HE	
100N	SECRETARY	30	F/4	GG/HE	
01023	SECRETARY ADMINISTRATIVE	39	F	GG	
100P	SECRETARY LEAD	36	F/4	GG/HE	
100O	SECRETARY SENIOR	33	F/4	GG/HE	
100Q	AP SECRETARY SUPERVISOR	40	F/4	GG/HE	
2644	SECURITY GUARD	39	7	HE	
83600	SECURITY GUARD 1	27	D	GG	
83602	AP SECURITY GUARD 2	29	D	GG	
83620	AP SECURITY GUARD 3	31	D	GG	
45160	SEED ANALYSIS LABORATORY SUPERVISOR	42	C	GG	
45020	+ SEED ANALYST 1	26	E	GG	
45040	SEED ANALYST 2	29	E	GG	
45060	SEED ANALYST 3	34	E	GG	
45080	SEED ANALYST 4	37	B	GG	
45000	+ SEED ANALYST TRAINEE	22	E	GG	
45180	SEED INSPECTION SUPERVISOR	46	C	GG	
45120	+ SEED INSPECTOR 1	34	C	GG	
45140	+ SEED INSPECTOR 2	38	C	GG	
45100	SEED INSPECTOR TRAINEE	22	C	GG	
4660	SENIOR ARCHITECT	60	3	HE	
60930	SENIOR COST ENGINEER	65	B	GG	
53526	SENIOR EPIDEMIOLOGIST (NON-MEDICAL)	72	A	GG	
4612	SENIOR FACILITIES ENGINEER	60	3	HE	
25060	SENIOR LIBRARY INFORMATION ASSISTANT	38	C	GG	
25170	SENIOR LIBRARY INFORMATION SPECIALIST	53	B	GG	
69912	SENIOR MARINE ENGINEER	67	B	GG	
97051	SENIOR PARK AIDE	27	E	H	GG
72671	SENIOR TELECOMMUNICATIONS SPECIALIST	62	E	C	GG
14150	SENIORS PROGRAM REPRESENTATIVE	47	B	GG	
38971	SEX OFENDER TREATMENT SPECIALIST	47	B	GG	
38972	SEX OFENDER TREATMENT SUPERVISOR	51	B	GG	
5455	SHEET METAL MECHANIC	45	G	6	HE

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
5454	* SHEET METAL MECHANIC APPRENTICE	APP*		7	HE
5456	SHEET METAL MECHANIC LEAD	48	G	6	HE
5458	SHEET METAL MECHANIC SUPERVISOR	52	G	6	HE
5453	SHEET METAL MECHANIC TRADE TRAINEE	39	C	7	HE
70120	SHEET METAL WORKER	45	E	G	GG
37600	SHELTERED WORKSHOP SUPERVISOR	43		B	GG
4970	SHIP'S STEWARD (Set Aside)	39	G	7	HE
70185	SHIPWRIGHT SUPERVISOR	50	E	G	GG
69880	SHIPYARD CONSTRUCTION ESTIMATOR	67		B	GG
71261	SIGN FABRICATOR	42	E	G	GG
71262	SIGN FABRICATOR LEAD	46	E	G	GG
71231	AP SIGN INSTALLATION SPECIALIST 1	42	E	G	GG
71232	AP SIGN INSTALLATION SPECIALIST 2	46	E	G	GG
70300	SIGN PAINTER	41	E	G	GG
5460	SIGN PAINTER	39	G	6	HE
5461	SIGN PAINTER LEAD	42	G	6	HE
71240	SIGN SHOP MANAGER	50		G	GG
4040	SNACK BAR LEAD	30		7	HE
32381	SOCIAL & HEALTH PROGRAM MANAGER 1	47		B	GG
32382	SOCIAL & HEALTH PROGRAM MANAGER 2	52		B	GG
32385	SOCIAL & HEALTH PROGRAM MANAGER 3	56		B	GG
18320	SOCIAL SERVICE TRAINING SPECIALIST 2	52		B	GG
6114	SOCIAL WORK ASSISTANT I	37		5	HE
6112	SOCIAL WORK ASSISTANT II	41		5	HE
35200	+ SOCIAL WORKER 1	41		B	GG
35210	+ SOCIAL WORKER 2	49		B	GG
35220	+ SOCIAL WORKER 3	51		B	GG
35230	+ SOCIAL WORKER 4	56		B	GG
6115	SOCIAL WORKER I	47		3	HE
6116	SOCIAL WORKER II	51		3	HE
6117	SOCIAL WORKER SUPERVISOR	57		3	HE
4633	SPACE ANALYST I	47		5	HE
4634	SPACE ANALYST II	51		3	HE
43890	SPECIALITY COMPLIANCE TECHNICAL SPECIALIST	60		C	GG
6057	SPECIMEN PROCESSING SUPERVISOR	45		5	HE
6055	SPECIMEN PROCESSING TECHNICIAN	34		5	HE
6056	SPECIMEN PROCESSING TECHNICIAN LEAD	39		5	HE
6175	SPEECH PATHOLOGIST	57		3	HE
57460	SPEECH PATHOLOGIST 1	50		B	GG
57480	SPEECH PATHOLOGIST 2	54		B	GG
57500	SPEECH PATHOLOGIST 3	58		B	GG
57520	SPEECH PATHOLOGIST, SCHOOL FOR THE DEAF/BLIND		V	B	GG
6176	SPEECH PATHOLOGY/AUDIOLOGY CLINIC SUPR	63		3	HE
6177	SPEECH PATHOLOGY/AUDIOLOGY SPECIALIST	60		3	HE
4177	SPORTS EQUIPMENT ATTENDANT II	19		7	HE

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
4170	SPORTS EQUIPMENT MANAGER I	30	3	HE
4171	SPORTS EQUIPMENT MANAGER II	34	3	HE
4169	SPORTS EQUIPMENT TECHNICIAN	24	5	HE
5463	SPRINKLER MAINTENANCE WORKER	33	6	HE
3575	STAGE MANAGER	46	5	HE
3572	STAGE TECHNICIAN I	36	5	HE
3573	STAGE TECHNICIAN II	40	5	HE
25950	STATE ARCHAEOLOGIST	52	B	GG
26140	STATE CAPITOL TOUR GUIDE	31	F	GG
146C	+ STATE FINANCIAL CONSULTANT 3	59	B	GG
146D	+ STATE FINANCIAL CONSULTANT 4	63	B	GG
42870	STATE METROLOGIST	45	C	GG
17680	STATE PROCUREMENT ASSISTANT	35	E	GG
17600	+ STATE PROCUREMENT OFFICER 1	39	B	GG
17610	STATE PROCUREMENT OFFICER 2	47	B	GG
17620	STATE PROCUREMENT OFFICER 3	54	B	GG
17580	STATE TRAFFIC MANAGER	54	B	GG
32760	STATEWIDE PROG COORD FOR BLIND/VISUALLY IMPAIRED	50	B	GG
75100	STATIONARY ENGINEER 1	39	E	G
75120	STATIONARY ENGINEER 2	43	E	G
75140	AP STATIONARY ENGINEER 3	47	E	G
5620	STEAM ENGINEER	43	G	6
70250	STEAM FITTER	45	E	G
70270	STEAM FITTER SUPERVISOR	49	E	G
77100	STOCK CLERK	25	F	GG
5765	STOCKROOM ATTENDANT I	27	4	HE
5766	STOCKROOM ATTENDANT II	29	4	HE
5767	STOCKROOM ATTENDANT LEAD	32	4	HE
5760	STOCKROOM SUPERVISOR	34	4	HE
77120	AP STORES CLERK	28	F	GG
36640	STUDENT LIFE COUNSELOR	37	B	GG
36650	STUDENT LIFE DEAN	42	B	GG
77950	SUPPLY CONTROL TECHNICIAN	33	C	GG
77960	SUPPLY OFFICER 1	40	B	GG
77970	SUPPLY OFFICER 2	46	B	GG
46700	+ SUPPORT ENFORCEMENT OFFICER 1	42	B	GG
46710	SUPPORT ENFORCEMENT OFFICER 2	47	B	GG
46720	SUPPORT ENFORCEMENT OFFICER 3	50	B	GG
46724	SUPPORT ENFORCEMENT OFFICER 4	53	A	GG
46690	SUPPORT ENFORCEMENT TECHNICIAN	37	E	GG
4926	SUPVR, OCEANOGRAPHIC RESEARCH VESSEL	50	G	3
13820	SURETY ANALYST 1	44	B	GG
13830	SURETY ANALYST 2	47	B	GG
13840	SURETY ANALYST 3	52	B	GG
6430	SURGICAL TECHNOLOGIST	42	5	HE

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
17780	+ SURPLUS COMMODITIES COORDINATOR	47	B	GG
17790	SURPLUS COMMODITIES EVALUATOR	37	B	GG
15122	TAX INFORMATION SPECIALIST 1	40	B	GG
15123	TAX INFORMATION SPECIALIST 2	51	B	GG
15124	TAX INFORMATION SPECIALIST 3	56	B	GG
15121	TAX INFORMATION SPECIALIST LEAD	43	B	GG
15410	TAX POLICY SPECIALIST 1	51	B	GG
15420	TAX POLICY SPECIALIST 2	58	B	GG
15430	TAX POLICY SPECIALIST 3	63	B	GG
15140	TAX SERVICE REPRESENTATIVE 1	35	B	GG
15160	TAX SERVICE REPRESENTATIVE 2	37	B	GG
16120	TAX SPECIALIST 1 - ES	37	B	GG
16130	TAX SPECIALIST 2 - ES	43	B	GG
16140	TAX SPECIALIST 3 - ES	47	B	GG
16145	TAX SPECIALIST 4 - ES	49	B	GG
22020	TEACHER CREDENTIALS TECHNICIAN 2	37	C	GG
21560	TEACHER OF THE BLIND	V	B	GG
21570	TEACHER OF THE DEAF	V	B	GG
21010	TEACHER'S AIDE	34	E	GG
4419	TEACHING AIDE I	31	4	HE
4420	TEACHING AIDE II	34	4	HE
4520	TECHNICAL FARM LABORER	30	5	HE
26270	TECHNICAL WRITER	45	B	GG
09150	TELECOMMUNICATIONS RATE ANALYST	40	B	GG
09160	TELECOMMUNICATIONS SENIOR RATE ANALYST	46	B	GG
72680	TELEMETRY SYSTEMS SPECIALIST	55	E	GG
2281	TELEPHONE COMM OPERATOR - HOSPITAL	27	4	HE
2284	TELEPHONE COMM OPERATOR - LEAD	28	4	HE
2280	TELEPHONE COMMUNICATIONS OPERATOR	26	4	HE
2286	TELEPHONE COMMUNICATIONS SUPERVISOR	35	4	HE
5464	TELEPHONE SYSTEM TECHNICIAN	45	G	HE
6145	THERAPEUTIC RECREATION SUPERVISOR	53	3	HE
6135	THERAPEUTIC RECREATOR I	42	3	HE
6134	THERAPEUTIC RECREATOR II	45	3	HE
57400	THERAPIES SUPERVISOR	59	B	GG
57171	THERAPIST CONSULTANT 2	50	B	GG
57172	THERAPIST CONSULTANT 3	53	B	GG
57140	THERAPY AIDE	34	E	GG
57150	THERAPY ASSISTANT	38	C	GG
47490	TORT AND SUNDRY CLAIMS REPRESENTATIVE	35	B	GG
46580	TORT CLAIMS INVESTIGATOR 1	51	B	GG
46590	TORT CLAIMS INVESTIGATOR 2	55	B	GG
26160	TOUR SERVICES COORDINATOR	45	B	GG
601D	TOWER CRANE OPERATOR-RESEARCH 4	61	6	HE
71500	TOWER MAINTENANCE SPECIALIST	49	E	H

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
53420	TOXICOLOGIST 1	58		A	GG
53440	TOXICOLOGIST 2	64		A	GG
53450	TOXICOLOGIST 3	68		A	GG
70070	TRADES HELPER	32	E	H	GG
5470	TRADES HELPER	29	G	7	HE
2646	TRAFFIC GUIDE	38		7	HE
2647	TRAFFIC GUIDE LEAD	40		7	HE
401A	TRAFFIC SAFETY SYSTEMS OPERATOR 1	38		C	GG
401C	TRAFFIC SAFETY SYSTEMS OPERATOR 3	42		C	GG
401D	TRAFFIC SAFETY SYSTEMS OPERATOR 4	48		B	GG
72830	TRAFFIC SIGNAL SUPERVISOR	62		C	GG
66120	AP,+ TRANSPORTATION ENGINEER 1	51		B	GG
66140	AP TRANSPORTATION ENGINEER 2	55		B	GG
66160	AP TRANSPORTATION ENGINEER 3	59		B	GG
66180	TRANSPORTATION ENGINEER 4	63		B	GG
66200	AP TRANSPORTATION ENGINEER 5	67		B	GG
66118	TRANSPORTATION ENGINEER INTERN	43		E	GG
5718	TRANSPORTATION HELPER	28		7	HE
67830	+ TRANSPORTATION PLANNING SPECIALIST 1	51		B	GG
67840	TRANSPORTATION PLANNING SPECIALIST 2	55		B	GG
67850	TRANSPORTATION PLANNING SPECIALIST 3	59		B	GG
67860	TRANSPORTATION PLANNING SPECIALIST 4	63		B	GG
67870	TRANSPORTATION PLANNING SPECIALIST 5	67		B	GG
67880	TRANSPORTATION PLANNING SUPERVISOR	73		A	GG
67800	+ TRANSPORTATION PLANNING TECHNICIAN 1	40		C	GG
67810	TRANSPORTATION PLANNING TECHNICIAN 2	46		C	GG
67820	TRANSPORTATION PLANNING TECHNICIAN 3	51		C	GG
47180	TRANSPORTATION PROGRAM COORDINATOR - UTC	54		A	GG
47140	TRANSPORTATION SPECIALIST 1	36		B	GG
47150	TRANSPORTATION SPECIALIST 2	42		B	GG
47160	TRANSPORTATION SPECIALIST 3	46		B	GG
47170	TRANSPORTATION SPECIALIST 4	50		B	GG
66240	TRANSPORTATION SUPERVISING ENGINEER	73		A	GG
5715	TRANSPORTATION SUPERVISOR	44	G	7	HE
7284A	TRANSPORTATION SYSTEMS TECHNICIAN A	45	E	C	GG
7284B	TRANSPORTATION SYSTEMS TECHNICIAN B	55	E	C	GG
7284C	TRANSPORTATION SYSTEMS TECHNICIAN C	57	E	C	GG
7284D	TRANSPORTATION SYSTEMS TECHNICIAN D	59	E	C	GG
66204	TRANSPORTATION TECHNICAL ENGINEER 5	67		B	GG
66060	AP,+ TRANSPORTATION TECHNICIAN 1	40		C	GG
66080	AP,+ TRANSPORTATION TECHNICIAN 2	46		C	GG
66100	AP,+ TRANSPORTATION TECHNICIAN 3	51		C	GG
73100	AP TRUCK DRIVER 1	33	E	H	GG
73120	AP TRUCK DRIVER 2	37	E	H	GG
73140	TRUCK DRIVER 3	41	E	H	GG

CLASS CODE	CLASS TITLE	SALARY RANGE		EEO CODE	EMPLOYER
5724	TRUCK DRIVER I	33	G	7	HE
5725	TRUCK DRIVER II	37	G	7	HE
5720	TRUCK DRIVER LEAD	40	G	7	HE
71270	TUNNEL MAINTENANCE SUPERVISOR	58		G	GG
4468	TUTORIAL CENTER PROGRAM COORDINATOR	41		3	HE
3545	TV/VIDEO EQUIPMENT OPERATOR I	26		5	HE
3546	TV/VIDEO EQUIPMENT OPERATOR II	31		5	HE
3547	TV/VIDEO EQUIPMENT OPERATOR LEAD	34		5	HE
3548	TV/VIDEO EQUIPMENT OPERATOR SUPERVISOR	37		3	HE
30690	UI SPECIALIST 1	36		B	GG
30691	UI SPECIALIST 2	40		B	GG
30692	UI SPECIALIST 3	43		B	GG
30693	UI SPECIALIST 4	47		B	GG
30694	UI SPECIALIST 5	49		B	GG
30695	UI SPECIALIST 6	51		B	GG
30710	UNEMPLOYMENT INSURANCE TAX ADMINISTRATOR 2	51		A	GG
76700	UPHOLSTERER	41	E	G	GG
61390	UTILITIES ENGINEER 1	49		B	GG
61400	UTILITIES ENGINEER 2	57		B	GG
61410	UTILITIES ENGINEER 3	65		B	GG
5264	UTILITY WORKER I	28		7	HE
5265	UTILITY WORKER II	32		7	HE
5263	UTILITY WORKER LEAD	35		7	HE
5262	UTILITY WORKER SUPERVISOR	38		7	HE
6435	VASCULAR TECHNOLOGIST	52		5	HE
6436	VASCULAR TECHNOLOGIST LEAD	56		5	HE
6437	VASCULAR TECHNOLOGIST SUPERVISOR	60		5	HE
6434	VASCULAR TECHNOLOGIST TRAINEE	48		5	HE
41742	VEHICLE IDENTIFICATION NUMBER OFFICER 2	42		D	GG
48280	+ VEHICLE SERVICES LIAISON OFFICER 1	42		B	GG
48290	VEHICLE SERVICES LIAISON OFFICER 2	46		B	GG
5475	VENDING MACHINE MECHANIC	39	G	6	HE
5772	VENDING SERVICE WORKER	33	G	5	HE
69900	VESSEL PROJECT ENGINEER	72		A	GG
37450	VETERANS BENEFIT ASSISTANT	34		E	GG
37460	VETERANS BENEFIT SPECIALIST 1	41		B	GG
37461	VETERANS BENEFIT SPECIALIST 2	44		B	GG
37481	VETERANS BENEFITS & HEARINGS ADVOCATE	49		B	GG
524A	VETERINARY SPECIALIST 1	33		C/5	GG/HE
524B	VETERINARY SPECIALIST 2	37		5	HE
524C	VETERINARY SPECIALIST 3	40		5	HE
524D	+ VETERINARY SPECIALIST 4	56		B	GG
46654	VIOLENT CRIME CRIMINAL INFORMATION ANALYST	46		B	GG
26170	VISITOR SERVICES COORDINATOR	45		B	GG
26180	VISITOR SERVICES MANAGER	49		B	GG

CLASS CODE	CLASS TITLE	SALARY RANGE	EEO CODE	EMPLOYER
22240	VOCATIONAL EDUCATION PROGRAM SPECIALIST	59	B	GG
33350	VOCATIONAL REHAB REGIONAL MEDICAL PROG CONSULTANT	55	B	GG
37082	VOCATIONAL REHABILITATION COUNSELOR 1	44	E	GG
37090	+ VOCATIONAL REHABILITATION COUNSELOR 2	48	B	GG
37100	+ VOCATIONAL REHABILITATION COUNSELOR 3	50	B	GG
37101	VOCATIONAL REHABILITATION COUNSELOR 4	54	B	GG
37110	+ VOCATIONAL REHABILITATION REGIONAL PROG CNSLR	50	A	GG
37190	VOCATIONAL REHABILITATION SUPERVISOR	57	B	GG
37706	VOCATIONAL SERVICES CONSULTANT, INDUSTRIAL INS.	49	B	GG
37708	VOCATIONAL SERVICES SUPERVISOR, INDUSTRIAL INS.	52	B	GG
37070	VOCATIONAL TRAINING SUPERVISOR	47	B	GG
36480	VOLUNTEER RESOURCE COORDINATOR	38	B	GG
6108	VOLUNTEER SERVICES COORDINATOR	45	3	HE
5740	WAREHOUSE SUPERVISOR	36	G 7	HE
77750	WAREHOUSE SUPERVISOR 1	36	G	GG
77770	WAREHOUSE SUPERVISOR 2	40	G	GG
77780	WAREHOUSE SUPERVISOR 3	45	G	GG
77700	AP WAREHOUSE WORKER 1	29	G	GG
77720	WAREHOUSE WORKER 2	31	G	GG
5742	WAREHOUSE WORKER I	29	G 7	HE
5744	WAREHOUSE WORKER II	31	G 7	HE
5743	WAREHOUSE WORKER LEAD	32	G 7	HE
4130	WASHROOM EQUIPMENT OPERATOR I	25	7	HE
4132	WASHROOM EQUIPMENT OPERATOR II	29	7	HE
5727	WASTE COLLECTOR	38	G 7	HE
75400	WASTEWATER TREATMENT PLANT OPERATOR 1	43	E H	GG
75420	AP WASTEWATER TREATMENT PLANT OPERATOR 2	47	E H	GG
75421	WASTEWATER TREATMENT PLANT OPERATOR 3	51	E H	GG
75427	WATER DISTRIBUTION SUPERVISOR	45	E G	GG
75425	WATER TREATMENT PLANT SUPERVISOR	45	E G	GG
37000	WCC CREW SUPERVISOR	33	C	GG
42820	WEIGHTS & MEASURES INSPECTOR 1	31	C	GG
42840	WEIGHTS AND MEASURES INSPECTOR 2	39	C	GG
42860	WEIGHTS AND MEASURES SUPERVISOR	43	C	GG
72500	WELDER	45	E G	GG
5480	WELDER - FABRICATOR	40	G 6	HE
5481	WELDER - FABRICATOR LEAD	43	G 6	HE
5030	WINDOW WASHER	31	7	HE
5031	WINDOW WASHER LEAD	34	7	HE
4937	WIPER	23	G 7	HE
5166	WOODS UTILITY LEAD	39	7	HE
5165	WOODS UTILITY WORKER	35	7	HE
47880	# WORKERS' COMPENSATION ADJUDICATOR 1	44	B	GG
47881	WORKERS' COMPENSATION ADJUDICATOR 2	48	B	GG
47890	WORKERS' COMPENSATION ADJUDICATOR 3	52	B	GG

<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>SALARY RANGE</u>	<u>EEO CODE</u>	<u>EMPLOYER</u>
47900	WORKERS' COMPENSATION ADJUDICATOR 4	54	B	GG
47910	WORKERS' COMPENSATION ADJUDICATOR 5	57	B	GG
34993	WORKFIRST PROGRAM SPECIALIST	49	B	GG
34995	WORKFIRST PROGRAM SUPERVISOR	54	B	GG
30100	WORKSOURCE SPECIALIST 1	36	B	GG
30120	WORKSOURCE SPECIALIST 2	40	B	GG
30130	WORKSOURCE SPECIALIST 3	43	B	GG
30160	WORKSOURCE SPECIALIST 4	47	B	GG
30170	WORKSOURCE SPECIALIST 5	49	B	GG
30180	WORKSOURCE SPECIALIST 6	51	B	GG
37010	YOUTH CORPS CREW SUPERVISOR - ECOLOGY	30	C	GG

EXEMPT COMPENSATION LISTING

The WSD Personnel Director sets the salary ranges for these classes.

CLASS CODE	CLASS TITLE	SALARY RANGE
<u>AGRICULTURE</u>		
B0420	DEPUTY DIRECTOR - AGRICULTURE	EMS IV
B0424	PERSONNEL MANAGER - AGRICULTURE	58
B0426	ASSISTANT DIRECTOR, AGRICULTURAL DEVELOPMENT	66
B0430	ASSISTANT DIR, FOOD QUALITY & VETERINARY SVCS	EMS III
B0440	ASSISTANT DIR, COMMODITY INSPECTION, AGRIC	EMS III
B0450	ASSISTANT DIR, CONSUMER & PRODUCER PROTECTION	66
B0470	ASSISTANT DIR, AGRICULTURAL CHEMICAL SERVICES	EMS III
B0480	STATE VETERINARIAN	EMS III
B0490	ASSISTANT DIRECTOR, PLANT SERVICES	66
B0510	ASSISTANT DIRECTOR, LABORATORY SERVICES	EMS III
B0540	ASSISTANT TO DIRECTOR - AGRICULTURE	EMS III
B0570	ASSISTANT DIR, ADMINISTRATIVE SERVICES - AGRIC	66
B0590	ASSISTANT TO DIRECTOR - AGRICULTURE	EMS III
B0600	ASSISTANT TO DIRECTOR, SPECIAL PROJECTS	EMS III
<u>ARTS COMMISSION</u>		
B3380	ASSISTANT DIRECTOR - ARTS COMMISSION	EMS II
<u>ATTORNEY GENERAL, OFFICE OF THE</u>		
B6070	VIOLENT CRIME INVESTIGATION & INFORMATION MGR	63
B6080	CHIEF CRIMINAL INVESTIGATOR/ADMINISTRATOR	73
<u>BLIND, SERVICES FOR</u>		
B5410	ASSISTANT DIRECTOR, PROGRAMS - SFB	EMS III
B5430	ASSISTANT DIRECTOR, ASSISTIVE TECHNOLOGY - SFB	EMS III
B5440	ASSISTANT DIRECTOR, ADMINISTRATION - SFB	EMS III
<u>CASELOAD FORECAST COUNCIL</u>		
B3365	SENIOR CASELOAD FORECASTER	EMS III
B3370	INFORMATION SYSTEMS SPECIALIST	EMS III
<u>COMMUNITY, TRADE & ECONOMIC DEVELOPMENT</u>		
B2550	EXECUTIVE ADMINR, OFF OF CRIME VICTIMS' ADVOCACY	60
B2560	ENERGY PROGRAM MANAGER	53
B2590	ASSISTANT DIRECTOR, HOUSING	69
B2610	SENIOR POLICY COORDINATOR - DCD	62
B2620	DIRECTOR OF QUALITY AND HUMAN RESOURCES	59
B2630	EXECUTIVE ASSISTANT - DCD	53
B2640	COMMUNITY INVESTMENTS MANAGER	67
B2650	ASSISTANT DIRECTOR GROWTH MANAGEMENT SERVICES	69
B2660	ASSISTANT DIRECTOR, COMMUNITY BASED FAMILY SERVICES	69
B2700	STATE HISTORIC PRESERVATION OFFICER	62
B2720	EXECUTIVE DIR, DEVELOPMENTAL DISAB PLAN CNCL	64
B4920	ASSISTANT DIRECTOR - STATE ENERGY OFFICE	66
B4940	MANAGER, EFSEC	62
B4950	EXECUTIVE ASSISTANT, EFSEC	46
B4960	ENERGY POLICY SPECIALIST	58

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B4970	SENIOR ENERGY POLICY SPECIALIST	60
B5720	DEPUTY DIRECTOR, ADMINISTRATION - CTED	75
B5730	SENIOR ASSISTANT DIRECTOR - CTED	72
B5740	ASSISTANT DIRECTOR, LOCAL DEVELOPMENT	69
B5750	ASSISTANT DIR, TRADE AND ECONOMIC SECTORS	69
B5790	ASSISTANT DIRECTOR, DEVELOPMENT SERVICES	67
B5810	DIRECTOR, COMMUNICATIONS	66
B5820	DIRECTOR, GOVERNMENT RELATIONS & CONSTITUENT AFFAIRS	67
B5840	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES	69
B5880	SPECIAL POLICY ASSISTANT - DTED	66
B5881	WASHINGTON STATE TRADE REPRESENTATIVE	82
<u>CORRECTIONS, DEPT OF</u>		
B6250	DEPUTY SECRETARY - OFFICE OF CORRECTIONAL OPERATIONS	EMS IV
B6251	DEPUTY SECRETARY - OFFICE OF ADMINISTRATIVE SERVICES	EMS V
B6280	ASSISTANT DEPUTY SECRETARY- OFFICE OF CORRECTIONAL	EMS IV
B6281	ASSISTANT DEPUTY SECRETARY - OFFICE OF ADMINISTRATIVE	EMS IV
B6285	BUSINESS SERVICES PROGRAM ADMINISTRATOR	EMS III
B6295	INFORMATION TECHNOLOGY PROGRAM ADMINISTRATOR	EMS III
B6300	REGIONAL ADMINISTRATOR - CORRECTIONS	EMS IV
B6310	HUMAN RESOURCES ADMINISTRATOR	EMS III
B6311	DIVERSITY PROGRAMS ADMINISTRATOR	EMS III
B6340	PROGRAMS ADMINISTRATOR	EMS III
B6350	INDUSTRIES ADMINISTRATOR	EMS IV
B6360	PUBLIC INFORMATION CHIEF - CORRECTIONS	EMS III
B6385	ADMINISTRATOR OF HEALTH SERVICES - CORRECTIONS	EMS III
B6391	CLINICAL PROGRAMS ADMINISTRATOR - DOC	EMS VII
B6400	ADMINISTRATIVE ASSISTANT -CORRECTIONS	50
B6405	OFFENDER MANAGEMENT NETWORK INFORMATION (OMNI) PROGRAM	EMS III
B6410	COMMUNITY PROTECTION ADMINISTRATOR	EMS III
B6411	COMMUNITY CORRECTIONS PROGRAMS ADMINISTRATOR	EMS IV
B6420	ASSOCIATE SUPERINTENDENT - CORRECTIONS	EMS III
B6432	SUPERINTENDENT B, CORRECTIONAL FACILITY	EMS IV
B6440	SUPERINTENDENT A, CORRECTIONAL FACILITY	EMS IV
B6460	ASSISTANT TO THE SEC FOR GOVERNMENT RELATIONS & CONSTITUENT	EMS IV
B6480	ENGINEERING, FACILITIES & CAPITAL PROGRAMS ADMINISTRATOR	EMS III
B6490	ASSISTANT TO THE SECRETARY FOR POLICY & SITING	EMS III
B6870	ASSISTANT INDUSTRIES ADMINISTRATOR	EMS III
B6890	INDUSTRIES SPECIALIST 1	45
B6900	INDUSTRIES SPECIALIST 2	50
B6910	INDUSTRIES MANAGER 3, DIV. OF CORRECTIONAL INDUSTRIES	EMS I
B6920	INDUSTRIES MANAGER 4, DIV. OF CORRECTIONAL INDUSTRIES	EMS II
B6930	INDUSTRIES MANAGER 5, DIV. OF CORRECTIONAL INDUSTRIES	EMS II
<u>COUNTY ROAD ADMINISTRATION BOARD</u>		
B3980	DEPUTY DIRECTOR, C.R.A.B.	76
<u>CRIMINAL JUSTICE TRAINING COMMISSION</u>		
B3350	DEPUTY DIRECTOR, C.J.T.C.	EMS III
<u>ECOLOGY DEPARTMENT</u>		
B1120	DEPUTY DIRECTOR - ECOLOGY	EMS V
B1130	EXECUTIVE POLICY ASSISTANT, ECOLOGY	EMS IV

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B1160	SPECIAL ASSISTANT TO THE DIR, WATER POLICY	EMS IV
B1170	SPECIAL ASSISTANT TO THE DIRECTOR, ENVIRONMENTAL IMPROVEMENT	EMS IV
B1180	ADMINISTRATIVE SERVICES DIRECTOR	EMS IV
B1190	ASSISTANT DIR, QUALITY CONTROL, INF MGMT & CMP PL	69
B1250	ASSISTANT DIR, ENVIRONMENTAL EDUCATION AND INFORMATION	EMS IV
B1260	ENVIRONMENTAL PROGRAM MANAGER	EMS III
B1290	ASSISTANT DIR, MANAGEMENT & SUPPORT SERVICES	EMS IV
B1350	YAKIMA RIVER BASIN WATER ENHANCEMENT PROJECT DIR	63
B1390	ASSISTANT DIR, LEGISLATIVE & INTERGOVERN AFFAIRS	EMS IV
B1400	ECOLOGY REGIONAL DIRECTOR	EMS IV
B1433	CONTINGENCY PLANNING SPECIALIST	67
B1434	REGIONAL SAFETY - ADMINISTRATIVE SPECIALIST	67
B1435	INFORMATION SYSTEMS - FINANCIAL RISK SPECIALIST	67
B1436	ENFORCEMENT AND COMPLIANCE SPECIALIST	67
<u>ECONOMIC AND REVENUE FORECAST COUNCIL</u>		
B4819	ECONOMIC FORECASTER	EMS II
B4820	SENIOR ECONOMIC FORECASTER	EMS III
B4850	ADMINISTRATIVE SECRETARY, ECONOMIC FORECASTING	32
<u>EMPLOYMENT SECURITY DEPARTMENT</u>		
B2680	EMPLOYMENT & TRAINING ASSISTANT ADMINISTRATOR	62
B4400	DEPUTY COMMISSIONER - EMPLOYMENT SECURITY	EMS V
B4410	DIRECTOR, PUBLIC AFFAIRS & MARKETING - E.S.	62
B4430	DIRECTOR, OFFICE OF COMMUNICATIONS	EMS IV
B4440	ASSISTANT COMMISSIONER, INFORMATION TECHNOLOGY SERVICES	EMS IV
B4450	PERSONNEL MANAGER - EMPLOYMENT SECURITY	EMS III
B4460	DIRECTOR, OFFICE OF POLICY SUPPORT	EMS IV
B4472	E.S. ASSISTANT COMMISSIONER, ADMINISTRATIVE SVCS	EMS IV
B4474	E.S. ASSISTANT COMMISSIONER, EMPLOYMENT SVS	EMS IV
B4476	DIRECTOR, OFFICE OF MANAGEMENT REVIEW	EMS III
B4477	E.S. ASSISTANT COMMISSIONER, FIELD OPERATIONS	72
B4478	E.S. ASSISTANT COMMISSIONER, TRAINING & EMPLOYMENT ANALYSIS	EMS IV
B4479	E.S. ASSISTANT COMMISSIONER, UNEMPLOYMENT INSUR	EMS IV
B4480	ASSISTANT COMMISSIONER, TRAINING PROGRAM SVCS	65
B4481	DEPUTY ASSISTANT COMMISSIONER	EMS III
B4482	REGIONAL DIRECTOR	EMS III
B4483	CITIZENS RELATIONS MANAGER - ES	50
B4484	COMPTROLLER, E.S.	64
B4485	LEGISLATIVE LIAISON, E.S.	EMS III
B4486	EXECUTIVE DIRECTOR, JAIL INDUSTRIES BOARD	EMS III
<u>ENVIRONMENTAL HEARINGS OFFICE</u>		
B3320	ADMINISTRATIVE APPEALS JUDGE, EHO	EMS III
<u>FINANCIAL INSTITUTION, DEPARTMENT OF</u>		
B3660	DIVISION DIRECTOR, DFI	EMS IV
B3661	PROGRAM MANAGER, DFI	EMS III
B3662	POLICY DIRECTOR, DFI	EMS IV
B3663	LEGAL COUNSEL, DFI	EMS IV
B3665	REGULATORY PROJECTS COORDINATOR, DFI	EMS IV

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<u>FINANCIAL MANGEMENT, OFFICE</u>		
B0620	DEPUTY DIRECTOR, OPERATIONS - OFM	80
B0630	DEPUTY DIRECTOR, POLICY - OFM	80
B0640	ASSISTANT DIRECTOR, BUDGET	73
B0650	ASSISTANT DIR, SYSTEMS, INFOR & DATA PROCESSING	68
B0660	ASSISTANT DIR, POLICY ANALYSIS & FORECASTING	71
B0680	ASSISTANT DIRECTOR, MANAGEMENT SERVICES	68
B0690	ASSISTANT DIR, STATE ACCOUNTING & FISCAL SVCS	73
B0710	SENIOR STAFF CONSULTANT, MANAGEMENT SERVICES	66
B0720	STAFF CONSULTANT, MANAGEMENT SERVICES	60
B0760	SENIOR EXECUTIVE POLICY COORDINATOR	66
B0770	EXECUTIVE POLICY ANALYST	62
B0780	FINANCIAL SYSTEMS MANAGER - OFM	70
<u>FISH & WILDLIFE, DEPARTMENT OF</u>		
B4490	ASSISTANT DIRECTOR, HATCHERIES	74
B4520	DEPUTY DIRECTOR - FISH AND WILDLIFE	EMS V
B4620	ASSISTANT DIRECTOR, ECOSYSTEMS MANAGEMENT	EMS IV
B4630	ASSISTANT DIRECTOR, MANAGEMENT SERVICES	EMS IV
B4660	ASSISTANT TO DIR, PUBLIC INFORMATION & EDUCATION	64
B4690	SPECIAL ASSISTANT TO THE DIRECTOR, WILDLIFE	EMS III
B4700	ASSISTANT DIRECTOR, HABITAT MANAGEMENT	EMS IV
B4710	ASSISTANT DIRECTOR, FISH MANAGEMENT	EMS IV
B4720	ASSISTANT DIRECTOR, WILDLIFE MANAGEMENT	70
B4730	ASSISTANT DIRECTOR, ENFORCEMENT	EMS IV
B4760	WILDLIFE REGIONAL MANAGER	EMS III
<u>GAMBLING COMMISSION</u>		
B7700	GAMBLING SPECIAL AGENT 1	44
B7710	GAMBLING SPECIAL AGENT 2	EMS I
B7720	GAMBLING SPECIAL AGENT 3	EMS I
B7730	GAMBLING SPECIAL AGENT 4	EMS II
B7752	GAMBLING COMMISSION PROGRAM MANAGER	EMS II
B7760	ASSISTANT DIRECTOR - GAMBLING	EMS III
B7764	LEGAL ADVISOR, COMPLIANCE & HEARINGS	51
B7770	DEPUTY DIRECTOR - GAMBLING COMMISSION	EMS IV
B7780	SPECIAL ASST. TO THE DIRECTOR/DEPUTY DIRECTOR - GAMBLING	EMS II
<u>GENERAL ADMINISTRATION</u>		
B0010	ASSISTANT DIRECTOR, PROPERTY DEVELOPMENT	70
B0035	ASSISTANT DIRECTOR, CAPITOL FACILITIES	70
B0070	DEPUTY DIRECTOR, GENERAL ADMINISTRATION	76
B0100	DIRECTOR, PURCHASING AND MATERIAL CONTROL	70
B0110	ASSISTANT DIRECTOR DIVISION OF TRANSPORTATION SERVICES	70
B0140	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES	70
B0150	ASSISTANT DIR, ENGINEERING & ARCHITECTURE	72
B0170	COMMUNICATIONS DIRECTOR - G.A.	61
B0180	EMPLOYEE SERVICES MANAGER	62
B0190	EXECUTIVE POLICY ANALYST - G.A.	62
B0200	LEGISLATIVE PROGRAM MANAGER - G.A.	60

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<u>GOVERNOR, OFFICE OF THE</u>		
B8010	UNDERGRADUATE INTERN 1	19E
B8020	UNDERGRADUATE INTERN 2	25E
B8030	EXECUTIVE FELLOW 1	37
B8040	EXECUTIVE FELLOW 2	41
<u>HEALTH CARE AUTHORITY</u>		
B1450	MEDICAL DIRECTOR - BHP	EMS VII
B1452	ASSOCIATE MEDICAL DIRECTOR - HCA	EMS VII
B1460	DEPUTY ADMINISTRATOR, OPERATIONS	EMS V
B8092	DIRECTOR, POLICY AND LEGISLATIVE RELATIONS	EMS III
B8110	ASSISTANT ADMINISTRATOR, UMP	EMS IV
B8120	ASSISTANT ADMINISTRATOR, HEALTH PLAN MANAGEMENT	72
B8130	ASSISTANT ADMINISTRATOR, PEBB PROGRAMS	EMS IV
B8150	ASSISTANT ADMINISTRATOR, POLICY & PROG DEVELOPMENT	EMS IV
B8160	ASSISTANT ADMINR, FINANCE AND ADMINISTRATION	EMS IV
B8170	DIRECTOR, HEALTH INFORMATION AND PROGRAM EVALUATION	EMS III
B8210	AUDIT & CONTRACT MANAGER	66
B8212	DIRECTOR, HCA PROGRAM DEVELOPMENT	EMS III
B8214	ASSISTANT ADMINISTRATOR, BHP	EMS IV
<u>HEALTH CARE FACILITIES AUTHORITY</u>		
B8800	SENIOR ASSOCIATE, INVESTMENT, FINANCE & BUSINESS DEVELOPMENT	EMS IV
<u>HEALTH, DEPARTMENT OF</u>		
B8220	DEPUTY SECRETARY, DEPARTMENT OF HEALTH (MED)	EMS VI
B8222	DEPUTY SECRETARY, DEPARTMENT OF HEALTH (N-MED)	76
B8240	DEPUTY SECRETARY, DEPT. OF HEALTH (NON-MEDICAL)	EMS IV
B8250	ASSISTANT SECRETARY, DEPT OF HEALTH (MED)	91E
B8252	ASSISTANT SECRETARY, DEPT OF HEALTH (N-MED)	EMS IV
B8253	DIRECTOR, MINORITY AFFAIRS	64
B8330	DIRECTOR, FACILITY LICENSING & CERTIFICATION DIV	66
B8333	PUBLIC HEALTH SYSTEM PLANNING AND DEVELOPMENT DIRECTOR	EMS III
B8360	LEGISLATIVE AND CONGRESSIONAL AFFAIRS PRG MGR	EMS II
B8380	ASSISTANT SECRETARY, MANAGEMENT SERVICES, HEALTH	EMS IV
B8500	EXECUTIVE DIRECTOR, STATE BOARD OF HEALTH	EMS III
B8510	MEDICAL LICENSING CONSULTANT, DEPT. OF HEALTH	84E
B8520	DIRECTOR OF COMMUNICATIONS	EMS III
B8530	DIRECTOR, POLICY, LEGISLATIVE AND CONSTITUENT RELATIONS	EMS III
B8540	CHIEF OF EPIDEMIOLOGY, HEALTH	89E
B8560	DIRECTOR OF PERFORMANCE AND ACCOUNTABILITY	EMS III
B8580	HEALTH PROGRAM MANAGER	58
B8590	HEALTH OFFICE CHIEF 1 (MEDICAL)	86E
B8592	HEALTH OFFICE CHIEF 1 (NON-MEDICAL)	60
B8600	HEALTH OFFICE CHIEF 2 (MEDICAL)	89E
B8602	HEALTH OFFICE CHIEF 2 (NON-MEDICAL)	62
B8660	CHIEF TECHNOLOGY AND INFORMATION OFFICER	EMS IV
<u>HISTORICAL SOCIETY, WA STATE</u>		
B2690	RESOURCE DEVELOPMENT DIRECTOR	51

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B2692	DIRECTOR OF INSTITUTIONAL ADVANCEMENT	63
<u>HOUSING FINANCE COMMISSION</u>		
B9100	DEPUTY DIRECTOR, HOUSING FINANCE COMMISSION	EMS IV
<u>HUMAN RIGHTS COMMISSION</u>		
B2790	DEPUTY DIRECTOR	EMS III
B2820	BOARD SECRETARY - HRC	EMS I
<u>INDETERMINATE SENTENCE REVIEW BOARD</u>		
B3180	EXECUTIVE SECRETARY - INDET SENTENCE REVIEW BD	62
<u>INDUSTRIAL INSURANCE APPEALS BOARD</u>		
B3060	CHIEF, EXECUTIVE SERVICES - B.I.I.A.	54
B3070	EXECUTIVE SECRETARY, BOARD OF IND. INS. APPEALS	EMS IV
B3080	CHIEF EXECUTIVE OFFICER - B.I.I.A.	EMS IV
B3090	ASSISTANT CHIEF INDUSTRIAL APPEALS JUDGE - B.I.I.A.	EMS III
B3100	CHIEF HEARINGS JUDGE - B.I.I.A.	71
B3110	CHIEF INDUSTRIAL APPEALS JUDGE, B.I.I.A.	EMS IV
<u>INFORMATION SERVICES, DEPARTMENT OF</u>		
B7480	MANAGER SYSTEM 370 COMPUTING	71
B7520	CHIEF DEPUTY DIRECTOR	78
B7540	DEPUTY DIR., MGMT & OVERSIGHT OF STRATEGIC TECHNOLOGIES	EMS V
B7585	SPECIAL POLICY ADVISOR, BUSINESS AND EDUCATION TECHNOLOGIES	74
B7586	EXECUTIVE POLICY ASSISTANT	EMS II
B7587	SENIOR POLICY AND INFORMATION TECHNOLOGY	EMS III
B7588	SENIOR POLICY AND TECHNOLOGY CONSULTANT	EMS III
B7610	ASSISTANT DIRECTOR, TELECOMMUNICATIONS SERVICES	EMS IV
B7620	ASSISTANT DIRECTOR, PROFESSIONAL SERVICES, DIS	73
B7640	ASSISTANT DIRECTOR, COMPUTER SERVICES, DIS	EMS IV
B7660	INTERGOVERNMENTAL LIAISON	67
B7680	ASSISTANT DIRECTOR, MANAGEMENT SERVICES DIVISION	EMS III
B7690	ASSISTANT DIRECTOR, INTERACTIVE TECHNOLOGIES	EMS IV
<u>INVESTMENT BOARD</u>		
B3821	ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	EMS IV
B3825	DEPUTY DIRECTOR, OPERATIONS	EMS V
B3831	CONTROLLER - INVESTMENT ACCOUNTING - ST. INV. BD.	EMS III
B3833	DATA SYSTEMS MANAGER - ST. INV. BD.	EMS III
B3834	COMMUNICATIONS AND LEGISLATIVE COORDINATOR	EMS II
<u>LABOR AND INDUSTRIES</u>		
B0210	DEPUTY DIRECTOR, INDUSTRIAL INSURANCE	75
B0220	PROGRAM MANAGER, CLAIMS, L&I	70
B0230	ASSISTANT DIRECTOR, INFORMATION SERVICES, L&I	73
B0240	ASSISTANT DIRECTOR, SAFETY & HEALTH	72
B0280	A/D, SPECIALTY COMPLIANCE SERVICES DIVISION	72
B0300	PROGRAM MANAGER, MANAGEMENT SERVICES, L&I	68
B0330	ASSISTANT DIRECTOR, HUMAN RESOURCES, L&I	69
B0360	PROGRAM MANAGER, COMMUNICATIONS, L&I	65
B0370	DEPUTY DIRECTOR, OPERATIONS - L&I	74
B0372	DEPUTY DIRECTOR, POLICY, L&I	74

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B0376	RESEARCH DIRECTOR, (SHARP), L&I	71
B0377	PROGRAM MANAGER, L&I	EMS III
B0380	PROGRAM MANAGER, LEGAL SERVICES, L&I	64
B0381	PROGRAM MANAGER, RETROSPECTIVE RATING, L&I	61
B0382	PROGRAM MANAGER, EMPLOYER SERVICES, L&I	62
B0383	PROGRAM MANAGER, WISHA COORDINATOR, L&I	62
B0386	PROGRAM MANAGER, POLICY AND QUALITY, L&I	57
B0388	PROGRAM MANAGER, FINANCIAL OFFICER, STATE FUND, L&I	62
B0389	PROGRAM MANAGER, HEALTH SERVICES ANALYSIS, L&I	66
B0390	PROGRAM MANAGER, SELF INSURANCE, L&I	65
B0391	PROGRAM MANAGER, WISHA POLICY AND TECHNICAL SERVICES	62
B0400	LEGISLATIVE LIAISON, L&I	65
B0404	MEDICAL DIRECTOR, L&I	EMS VI
B0406	SENIOR ACTUARY, L&I	EMS VII
B0407	CITIZENS RELATIONS MANAGER, L&I	50
B0409	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES, L&I	69
B0410	SPECIAL ASSISTANT, L&I	62
B0411	ASSISTANT DIRECTOR, WISHA (NON MEDICAL)	72
B0412	ASSISTANT DIRECTOR, WISHA (MEDICAL)	EMS VI
B0413	REGIONAL ADMINISTRATOR, L&I	68
B0414	ASSISTANT DIRECTOR, INSURANCE SERVICES, L&I	75
B8900	SPECIAL ASSISTANT FOR QUALITY & EMPLOYEE INVOLVEMENT	62

LIBRARY, STATE

B5500	ASSISTANT DIRECTOR, CUSTOMER SERVICES, STATE LIBRARY	EMS IV
B5510	ASSISTANT DIRECTOR, SUPPORT SERVICES, STATE LIBRARY	EMS IV

LICENSING DEPARTMENT

B0840	EXECUTIVE POLICY ANALYST	64
B0845	POLICY AND PROJECTS DUTY	EMS III
B0850	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES	EMS III
B0860	ASSISTANT DIRECTOR, VEHICLE SERVICES	EMS III
B0870	ASSISTANT DIRECTOR, DRIVER SERVICES	EMS III
B0880	CHIEF INFORMATION OFFICER	EMS IV
B0881	INFORMATION TECHNOLOGY MANAGER	68
B0882	INFORMATION SERVICES APPLICATIONS ADMINISTRATOR	EMS III
B0883	INFORMATION SERVICES TECHNOLOGY ADMINISTRATOR	EMS III
B0884	PLANNING AND PROJECT MANAGER	EMS III
B0885	STRATEGIC TECHNOLOGY SERVICES MANAGER	EMS III
B0890	DIRECTOR, GOVERNMENT RELATIONS AND CONSTITUENT AFFAIRS	EMS III
B0900	DEPUTY DIRECTOR - LICENSING	EMS IV
B0910	SPECIAL ASSISTANT TO DIRECTOR - LICENSING	52
B0920	ASSISTANT DIRECTOR, BUSINESS AND PROFESSIONS DIVISION	EMS III
B0930	DIRECTOR OF QUALITY & COMMUNICATION SERVICES	68
B0931	DIRECTOR OF COMMUNICATIONS	EMS III
B0940	EXEC DIR, BOARD OF REGISTRATION FOR PROF ENG & LAND SURVEYORS	69
B0960	DEALER AND MANUFACTURER CONTROL ADMINISTRATOR	EMS III
B0961	DRIVER SERVICES HEARINGS AND INTERVIEWS ADMINISTRATOR	EMS II
B0962	PRORATE AND FUEL TAX ADMINISTRATOR	EMS II
B0963	DRIVER RESPONSIBILITY ADMINISTRATOR	EMS III
B0964	TITLE AND REGISTRATION SERVICES ADMINISTRATOR	66
B0965	DRIVER EXAMINING ADMINISTRATOR	EMS III

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B0966	LICENSING ADMINISTRATORS - DOL	EMS II
B1100	DIRECTOR OF BUDGET AND PROGRAM SUPPORT	EMS III
B1101	COMPTROLLER, DOL	EMS III
B1110	DIRECTOR, EMPLOYEE SERVICES	EMS III
<u>LIQUOR CONTROL BOARD</u>		
B7195	DIRECTOR OF POLICY, LEGISLATIVE AND MEDIA RELATIONS DIV.	69
B7870	ASSISTANT DIRECTOR, ENFORCEMENT	70
B7890	DIRECTOR, PRODUCT AND RETAIL SERVICES DIVISION	74
B7892	WINE PROGRAM AND BEVERAGE MERCHANDISING MANAGER	54
B7895	DEPUTY DIRECTOR, PURCHASING SERVICES	60
B7900	LIQUOR DISTRIBUTION CENTER GENERAL MANAGER	57
B7910	INFORMATION SYSTEMS MANAGER - LCB	68
B7912	INFORMATION SERVICES DIRECTOR	71
B7920	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES	70
B7921	DEPUTY DIRECTOR - ADMINISTRATIVE SERVICES DIVISION	64
B7930	HUMAN RESOURCE DIRECTOR	67
B7933	DISTRIBUTION CENTER GENERAL MANAGER	59
B7934	OPERATIONS MANAGER - PRODUCT AND RETAIL SERVICES DIVISION	68
B7935	ADMINISTRATIVE DIRECTOR	EMS IV
B7940	INFORMATION OFFICER - LCB	60
B7951	ASSISTANT DIRECTOR, PURCHASING AND DISTRIBUTION	65
B7952	ASSISTANT DIRECTOR, REGULATORY SERVICES	67
<u>LOTTERY, WASHINGTON STATE</u>		
B7220	PUBLIC RELATIONS ASSISTANT TO THE DIRECTOR	EMS II
B7260	ADMINISTRATIVE ASSISTANT/SECURITY, SLC	35
B7310	LOTTERY REGIONAL MANAGER	EMS II
B7370	MARKETING COORDINATOR	EMS I
<u>MILITARY DEPARTMENT</u>		
B2710	DIRECTOR, EMERGENCY MANAGEMENT DIVISION	EMS IV
B5570	DEPUTY DIRECTOR - MILITARY	EMS III
B5585	DIRECTOR, CAPITAL MANAGEMENT	EMS III
B5587	FINANCE DIRECTOR	EMS III
B5590	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES	EMS III
B5620	SPECIAL ASSISTANT TO THE DEPUTY DIRECTOR	EMS III
<u>MINORITY AND WOMEN'S BUSINESS ENTERPRISES, OFFICE</u>		
B3940	DEPUTY DIRECTOR - OMWBE	56
<u>NATURAL RESOURCES DEPARTMENT</u>		
B6114	PERSONNEL MANAGER, NATURAL RESOURCES	EMS II
B6116	NATURAL RESOURCES DIVISION MANAGER	EMS III
B6118	NATURAL RESOURCES REGIONAL MANAGER	EMS III
<u>OCCUPATIONAL INFORMATION COORD COMMITTEE</u>		
B3740	EXECUTIVE DIRECTOR - SOICC	66
<u>OUTDOOR RECREATION COMMITTEE</u>		
B3280	ASSISTANT ADMINISTRATOR - MANAGEMENT SERVICES	EMS II
B3290	SPECIAL ASSISTANT, IAC	60

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<u>PARKS AND RECREATION COMMISSION</u>		
B3500	CHIEF, EMPLOYEE SERVICES - PARKS	58
B3520	DEPUTY DIRECTOR - PARKS	EMS IV
B3540	PUBLIC AFFAIRS ADMINISTRATOR - PARKS	EMS III
B3560	BUDGET AND POLICY MANAGER	EMS III
B3580	ASSISTANT DIRECTOR, RESOURCES DEVELOPMENT	EMS IV
B3590	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES	EMS IV
B3600	EXECUTIVE ASSISTANT, POLICY PLANNING (PARKS)	EMS III
B3620	EASTERN REGION MANAGER	EMS04
<u>PERSONNEL APPEALS BOARD</u>		
B2750	SPECIAL ASSISTANT, PAB	EMS II
B2751	SENIOR SPECIAL ASSISTANT TO THE BOARD	EMS II
<u>PERSONNEL, DEPARTMENT OF</u>		
B2850	DEPUTY DIRECTOR, PERSONNEL	EMS V
B2860	ASSISTANT DIR, HUMAN RESOURCE DEVELOPMENT SERVICES	EMS III
B2870	ASSISTANT DIR, PERSONNEL SERVICES	EMS IV
B2880	ASSISTANT DIRECTOR, MANAGEMENT AND ADMINISTRATIVE	EMS III
B2890	ASSISTANT DIR, CLIENT AND EMPLOYEES RELATIONS SERVICES	EMS IV
B2900	ASSISTANT DIR, HUMAN RESOURCE INFORMATION SYSTS	EMS IV
B2910	SPECIAL ASSISTANT TO THE DIRECTOR, DOP	EMS II
B2920	HUMAN RESOURCE MANAGER, DOP	EMS II
B2925	DIVERSITY TRAINING SPECIALIST	EMS II
B2926	FINANCE AND SUPPORT SERVICES MANAGER	EMS II
B2927	COMMUNICATIONS AND QUALITY IMPROVEMENT MANAGER	EMS III
<u>POLLUTION LIABILITY INSURANCE AGENCY</u>		
B3640	ASSISTANT ADMINR, POLLUTION LIABIL REINSUR PRG	65
<u>REVENUE DEPARTMENT</u>		
B4750	ASSISTANT DIRECTOR, PROPERTY TAX	EMS I
B4780	ASSISTANT DIRECTOR, APPEALS	EMS I
B4800	ASSISTANT DIRECTOR, LEGISLATION AND POLICY - REVENUE	EMS I
B4870	DEPUTY DIRECTOR	EMS II
B4887	SENIOR ASSISTANT DIRECTOR - OPERATIONS	EMS V
B4890	ASSISTANT DIRECTOR, TAXPAYER SERVICES	EMS I
B4900	ASSISTANT TO THE DIRECTOR - REVENUE	EMS V
B5160	ASSISTANT DIRECTOR, AUDIT, REVENUE	EMS I
B5170	ASSISTANT DIRECTOR, COMPLIANCE, REVENUE	EMS I
B5180	SENIOR ASSISTANT DIRECTOR	EMS II
B5200	ASSISTANT DIRECTOR, INFORMATION SYSTEMS	EMS I
B5210	ASSISTANT DIRECTOR, SPECIAL PROGRAMS	EMS I
B5220	ASSISTANT DIRECTOR, RESEARCH & PLANNING	EMS I
B5230	ASSISTANT DIR, TAXPAYER ACCOUNT ADMINISTRATION	EMS I
<u>SCHOOL FOR THE BLIND</u>		
B3910	DIRECTOR OF RESIDENTIAL LIFE - SFB	EMS III
B3930	DIRECTOR OF EDUCATION - SFB	EMS III
B3932	BUSINESS MANAGER	EMS II
B3934	HUMAN RESOURCES MANAGER	EMS II
B3936	OUTREACH DIRECTOR	EMS III

CLASS CODE	CLASS TITLE	SALARY RANGE
<u>SCHOOL FOR THE DEAF</u>		
B3840	DIRECTOR OF BUSINESS OPERATIONS	EMS III
B3870	SUPERVISING TEACHER	17V
B3880	DIRECTOR OF EDUCATION - SCHOOLS	EMS IV
B3890	DIRECTOR OF EDUCATION - RESIDENTIAL	72
<u>SECRETARY OF STATE</u>		
B6200	DIVISION DIRECTOR, FISCAL AND STAFF SERVICES	54
B6210	DIRECTOR, ELECTIONS DIVISION	56
B6220	PRODUCTIVITY BOARD ADMINISTRATOR	56
B6230	DIRECTOR, CORPORATIONS DIVISION	52
B6240	DIRECTOR, ARCHIVES DIVISION	59
<u>SENTENCING GUIDELINES COMMISSION</u>		
B8000	POLICY RESEARCH MANAGER	69
<u>SOCIAL & HEALTH SERVICES</u>		
B1510	DEPUTY ASSISTANT SECRETARY, MEDICAL ASSISTANCE ADMINISTRATION	EMS IV
B1511	DIRECTOR, DIVISION OF POLICY AND ANALYSIS	EMS III
B1512	ASSISTANT DIRECTOR, MEDICAL ASSISTANCE	EMS III
B1520	DEPUTY SECRETARY - DSHS	EMS V
B1580	DIRECTOR, DIVISION OF BUSINESS AND FINANCE, MEDICAL ASSIST	EMS III
B1581	DIRECTOR, DIVISION OF CLIENT SUPPORT, MEDICAL ASSISTANCE	EMS III
B1582	DIRECTOR, DIVISION OF DISABILITY DETERMINATION SVS, MED ASST	EMS III
B1583	DEPUTY DIRECTOR, MEDICAL MANAGEMENT, MEDICAL ASSISTANT	EMS III
B1584	DIRECTOR, MEDICAL ASSISTANCE ADMINISTRATION MEDICAL	MDB
B1585	DIRECTOR, MANAGED CARE AND QUALITY ASSURANCE	EMS III
B1590	INCOME ASSISTANCE DIVISION DIRECTOR	EMS III
B1591	QUALITY CONTROL OFFICE CHIEF	EMS II
B1592	CHIEF, OFFICE OF DECISION SUPPORT	EMS II
B1620	DIRECTOR, DIVISION OF CHILD SUPPORT	EMS III
B1621	OCS PROGRAM SUPPORT CHIEF	EMS III
B1622	OCS CENTRAL OPERATIONS CHIEF	EMS II
B1623	OCS FIELD OPERATIONS CHIEF	EMS III
B1624	DCS DISTRICT MANAGER	EMS III
B1626	OCS OPERATIONS SUPPORT CHIEF	EMS II
B1630	ADMINISTRATIVE SERVICES DIVISION DIRECTOR	EMS III
B1632	CHIEF, NURSING HOME/HOSPITAL AUDIT	EMS II
B1635	CHIEF, OFFICE OF APPEALS	EMS III
B1636	STAFF SERVICES OFFICE CHIEF	EMS II
B1637	CHIEF, OFFICE OF LANGUAGE INTERPRETER SERVICES & TRANSLATION	EMS II
B1640	VOCATIONAL REHABILITATION DIVISION DIRECTOR	EMS II
B1641	VOCATIONAL REHABILITATION ASSISTANT DIRECTOR	68
B1642	VOCATIONAL REHABILITATION SPECIAL PROGRAMS CHIEF	EMS III
B1643	VOCATIONAL REHABILITATION FIELD SERVICES CHIEF	EMS III
B1644	VOCATIONAL REHABILITATION REGIONAL ADMINISTRATOR	EMS II
B1645	SPECIAL ASSISTANT DIVISION OF VOCATIONAL REHABILITATION	EMS III
B1646	DVR OPERATIONS CHIEF	EMS III
B1650	CHIEF FINANCIAL OFFICER	EMS III
B1651	FINANCE SERVICES DIRECTOR - DSHS	EMS III
B1652	CHIEF, ACCOUNTING SERVICES	EMS III

CLASS CODE	CLASS TITLE	SALARY RANGE
B1653	FINANCIAL RECOVERY OFFICE CHIEF	EMS III
B1660	DIRECTOR, HUMAN RESOURCES DIVISION	EMS III
B1661	CHIEF OFFICE OF PERSONNEL OPERATIONS	EMS II
B1662	CHIEF OFFICE OF PERSONNEL POLICY AND STANDARDS	EMS II
B1663	CHIEF OFFICE OF EQUAL OPPORTUNITY	EMS II
B1664	CHIEF OFFICE OF ORGANIZATION AND EMPLOYEE DEVELOPMENT	EMS II
B1665	CHIEF OFFICE OF RISK MANAGEMENT	EMS II
B1670	DIRECTOR, MANAGEMENT SERVICES/RESEARCH	EMS III
B1680	EXECUTIVE ASSISTANT - DSHS	EMS II
B1685	AASA RESIDENTIAL CARE SERVICES ASSISTANT DIRECTOR	EMS III
B1686	AASA RESIDENTIAL CARE SERVICES POLICY AND TRAINING OFFICE	EMS III
B1687	AASA RESIDENTIAL CARE SERVICES REGIONAL ADMINISTRATOR	EMS III
B1710	DIRECTOR, OFFICE OF INDIAN POLICY AND SUPPORT SERVICES	EMS II
B1712	SPECIAL ASSISTANT TO SECRETARY - DSHS	EMS III
B1730	DIRECTOR, OFFICE OF LEGISLATIVE, CONST & PUB REL	EMS III
B1740	ASSISTANT DIRECTOR, MEDIA RELATIONS - DSHS	EMS II
B1750	SUPPORTED EMPLOYMENT PROJECT DIRECTOR - DSHS	64
B1789	DEPUTY ASSISTANT SECRETARY, ECONOMIC SERVICES ADMINISTRATION	EMS III
B1790	DIRECTOR, OFFICE OF PLANNING, EVAL & PROF DEV	EMS IV
B1791	RESEARCH AND DATA ANALYSIS CHIEF	EMS II
B1792	RESEARCH AND DATA ANALYSIS DIVISION DIRECTOR, MSA	EMS III
B1793	DATA ANALYSIS OFFICE CHIEF, R&DA	EMS II
B1799	DEPUTY DIRECTOR, INFORMATION SYSTEMS SERVICES DIVISION	EMS III
B1800	INFORMATION SYSTEMS SERVICES DIRECTOR	EMS IV
B1802	CHIEF INFORMATION OFFICER	EMS IV
B1803	OFFICE OF POLICY AND ADMINISTRATION CHIEF	EMS II
B1804	OFFICE OF DATA MANAGEMENT CHIEF	EMS III
B1806	CHIEF, OFFICE OF OPERATIONAL SUPPORT SERVICES	EMS III
B1807	DIRECTOR, DIVISION OF INFORMATION TECHNOLOGY, ESA	EMS III
B1820	CHIEF, CRITICAL INCIDENT AND RISK MANAGEMENT	EMS III
B1850	DIRECTOR, DIVISION OF LANDS AND BUILDINGS	EMS III
B1851	CAPITAL PROGRAMS OFFICE CHIEF	EMS II
B1860	DIRECTOR, DIVISION OF TREATMENT AND INTERGOVERNMENTAL	EMS III
B1861	DIRECTOR, DIVISION OF COMMUNITY PROGRAMS, JUVENILE	EMS III
B1862	JUVENILE REHABILITATION REGIONAL ADMINISTRATOR	EMS II
B1863	DIRECTOR, DIVISION OF OPERATIONS SUPPORT SERVICES, JUVENILE	EMS III
B1870	DIRECTOR, MINORITY INITIATIVES, DSHS	EMS III
B1880	DIRECTOR, EMPLOYMENT AND ASSISTANCE PROGRAMS	EMS III
B1890	DIVISION OF MANAGEMENT AND OPERATIONS SUPPORT DIRECTOR	EMS III
B1891	ES FISCAL SERVICES CHIEF	EMS II
B1900	DIRECTOR, COMMUNITY SERVICES DIVISION	EMS III
B1913	AGING & ADULT SERVICES REGIONAL ADMINISTRATOR	EMS III
B1914	AGING & ADULT CLIENT RELATIONS CHIEF	EMS II
B1915	OFFICE OF CONSUMER SERVICES CHIEF	EMS II
B1920	DIRECTOR, AGING & ADULT PROGRAM DEVOP SVCS	EMS III
B1921	ASSISTANT DIRECTOR, HOME AND COMMUNITY SERVICES DIVISION	EMS III
B1922	CHIEF, OFFICE OF STATE UNIT ON AGING	EMS II
B1923	CHIEF OFFICE OF HOME AND COMMUNITY PROGRAMS	EMS II
B1924	CHIEF, TRAINING COMMUNICATION AND DEVELOPMENT	EMS II
B1951	ADMINISTRATIVE SERVICES ASSISTANT SUPERINTENDENT	EMS II
B1952	MEDICAL DIRECTOR	MDB

CLASS CODE	CLASS TITLE	SALARY RANGE
B1953	MENTAL HEALTH DIVISION, ASSISTANT DIRECTOR	EMS III
B1990	ASSISTANT SEC, CHILDREN, YOUTH & FAMILY SVCS	EMS IV
B2010	MENTAL HEALTH DIVISION DIRECTOR (MED)	88E
B2012	MENTAL HEALTH DIVISION DIRECTOR (NON-MEDICAL)	EMS IV
B2013	INTERNAL OPERATIONS OFFICE CHIEF, MHD	EMS III
B2020	DEVELOPMENTAL DISABILITIES DIVISION DIRECTOR	EMS IV
B2021	ANALYSIS AND INFORMATION OFFICE CHIEF, DDD	EMS III
B2022	OPERATIONS SUPPORT, OFFICE CHIEF, DDD	EMS III
B2023	CHIEF, PROGRAM SUPPORT	EMS II
B2025	DEVELOPMENTAL DISABILITIES REGIONAL ADMINISTRATOR	EMS III
B2026	DEVELOPMENTAL DISABILITIES REGIONAL MANAGER	EMS III
B2030	DIRECTOR, DIVISION OF INSTITUTION PROGRAMS, JUVENILE	EMS III
B2031	ASSISTANT SECRETARY, JUVENILE REHABILITATION	EMS IV
B2040	ASSISTANT SEC, ECONOMIC & MEDICAL SERVICES	EMS IV
B2050	CHIEF ADMINISTRATIVE OFFICER	EMS IV
B2051	DIRECTOR, FRAUD INVESTIGATIONS	EMS III
B2060	ASSISTANT SEC, HEALTH & REHABILITATIVE SERVICES	EMS IV
B2070	ASSISTANT SECRETARY, MEDICAL ASSISTANCE	EMS IV
B2081	OPERATING BUDGET CHIEF	EMS II
B2082	POLICY ANALYST AND FORECAST CHIEF	EMS II
B2090	CONSOLIDATED PLANT MAINTENANCE ADMINISTRATOR	EMS II
B2100	ASSISTANT SECRETARY, AGING AND DISABILITY SERVICES	EMS IV
B2120	REGIONAL DIRECTOR, COMMUNITY SERVICES	EMS III
B2125	DIRECTOR, DIVISION OF CHILD CARE AND EARLY LEARNING, ESA	EMS III
B2131	OFFICE OF CHILD CARE POLICY CHIEF	EMS II
B2132	CHIEF, PROGRAM AND POLICY	EMS II
B2133	CYFS ADMINISTRATIVE RESEARCH CHIEF	EMS II
B2134	CHIEF, FEDERAL FUNDING/SSI	EMS II
B2135	CS QUALITY ASSURANCE AND TRAINING CHIEF	EMS II
B2136	DIR, CHILDREN'S ADMINISTRATION FIELD OPERATIONS DIVISION	EMS III
B2137	CHIEF, OFFICE OF FOSTER CARE LICENSING	EMS II
B2138	DIR, CHILDREN'S ADMINISTRATION DIV OF PROGRAM AND POLICY	EMS III
B2139	CHIEF, FISCAL AND BUDGET CONTRACTS	EMS II
B2140	DEVELOPMENTAL DISABILITIES ASSISTANT DIRECTOR	EMS III
B2160	DIRECTOR, MANAGEMENT SERVICES DIVISION, AGING & DISABILITY	EMS III
B2161	MANAGEMENT SERVICES DIVISION DEPUTY DIRECTOR	EMS III
B2162	AGING & ADULT SERVICES ADMINISTRATION SUPPORT SERVICES CHIEF	EMS II
B2163	AASA CHIEF, INFORMATION SERVICES	EMS II
B2165	LEASED FACILITIES OFFICE CHIEF	EMS II
B2170	DIRECTOR, DIV OF ALCOHOL AND SUBSTANCE ABUSE	EMS III
B2171	ALCOHOL AND SUBSTANCE ABUSE ADMINISTRATIVE SERVICES CHIEF	EMS III
B2172	ALCOHOL AND SUBSTANCE ABUSE SPECIAL PROJECTS MANAGER	EMS II
B2173	ALCOHOL AND SUBSTANCE ABUSE CHIEF FINANCIAL OFFICER	EMS II
B2174	ALCOHOL AND SUBSTANCE ABUSE CHIEF OF PROGRAM OPERATIONS	EMS II
B2175	REGIONAL ADMINISTRATOR	EMS II
B2192	CYFS DIRECTOR, PREVENTION SERVICES (MED)	91E
B2200	CHIEF, REFUGEE ASSISTANCE	EMS III
B2210	DIRECTOR, NURSING HOME SERVICES	EMS III
B2212	OFFICE OF POLICY AND PROGRAM DEVELOPMENT CHIEF	EMS II
B2270	SUPERINTENDENT, INDIAN RIDGE YOUTH CAMP	EMS III
B2280	SUPERINTENDENT, MISSION CREEK YOUTH CAMP	EMS III
B2290	SUPERINTENDENT, MAPLE LANE SCHOOL	EMS III

CLASS CODE	CLASS TITLE	SALARY RANGE
B2300	SUPERINTENDENT, GREEN HILL SCHOOL	EMS III
B2310	SUPERINTENDENT, ECHO GLEN SCHOOL	EMS III
B2320	SUPERINTENDENT, NASELLE YOUTH CAMP	EMS III
B2330	SUPERINTENDENT, WESTERN STATE HOSPITAL (MED)	MDB
B2332	CHIEF EXECUTIVE OFFICER, WSH (NON-MED)	EMS III
B2340	SUPERINTENDENT, EASTERN STATE HOSPITAL (MED)	MDB
B2342	CHIEF EXECUTIVE OFFICER, ESH (NON-MED)	EMS III
B2350	SUPERINTENDENT, FRANCES HADDON MORGAN CENTER	EMS II
B2360	SUPERINTENDENT, LAKELAND VILLAGE	EMS III
B2370	SUPERINTENDENT, RAINIER SCHOOL	EMS III
B2380	SUPERINTENDENT, YAKIMA VALLEY SCHOOL	EMS III
B2389	SUPERINTENDENT, FIRCREST SCHOOL (MEDICAL)	MDB
B2390	SUPERINTENDENT, FIRCREST SCHOOL (NON-MEDICAL)	EMS III
B2411	CHILD STUDY AND TREATMENT CENTER, DIRECTOR (NON-MEDICAL)	EMS III
B2412	CHILD STUDY AND TREATMENT CENTER, DIRECTOR (MEDICAL)	MDB
B2420	SUPERINTENDENT, CIVIL COMMITMENT PROGRAM	EMS III
B2422	CHILDREN SERVICES REGIONAL ADMINISTRATOR	EMS III
B2423	SOCIAL WORKER 5	EMS I
B2424	CITIZENS RELATIONS MANAGER - DSHS	EMS I
B2425	COMMUNITY RELATIONS COORDINATOR	EMS II
B2426	FPC STAFF DIRECTOR	EMS III
B2427	FPC STAFF ADVISOR	EMS II
B2432	DEPUTY DIRECTOR, FINANCE DIVISION	EMS III
B2433	DEPUTY DIRECTOR, DIVISION OF FRAUD INVESTIGATION	EMS III
B2434	QUALITY ASSURANCE ADMINISTRATOR, ICF/MR	EMS II
B2435	CHIEF, OFFICE OF RATES MANAGEMENT	EMS III
B2436	INFORMATION SERVICES MANAGER	EMS III
B2437	CHIEF, OFFICE OF INFORMATION TECHNOLOGY - FINANCE	EMS III
B2438	DIRECTOR, OFFICE OF DEAF AND HARD OF HEARING SERVICES	EMS II
B2439	CHIEF, COMMUNITY MENTAL HEALTH SERVICES/DMH	EMS III
B2440	CHIEF, OFFICE OF TECHNOLOGY SERVICES, DIVISION OF AUDIT AND	EMS II
B2441	CHIEF, BUSINESS TECHNOLOGY, MENTAL HEALTH DIVISION	EMS III
B2442	CHIEF, FINANCE	EMS II
B2443	CHIEF, SOCIAL SERVICE PAYMENT SYSTEM	EMS III
B2444	CHIEF, MANAGEMENT SERVICES FISCAL OFFICE	EMS III
B2445	CHIEF, OFFICE OF ADMINISTRATIVE RESOURCES	EMS III
B2446	CHIEF, OFFICE OF LEGAL AFFAIRS	EMS III
B2448	DIRECTOR DIVISION OF AUDIT AND INFORMATION SERVICES, MEDICAL	EMS III
B2449	ASSISTANT DIRECTOR, MANAGEMENT SERVICES DIVISION	EMS III
<u>STATE PATROL</u>		
B5344	ELECTRONIC SERVICES DIVISION ADMINISTRATOR	70
<u>TAX APPEALS BOARD</u>		
B3020	EXECUTIVE DIRECTOR - TAX APPEALS BOARD	EMS III
B3040	TAX REFEREE - TAX APPEALS BOARD	EMS II
B3050	SENIOR TAX REFEREE - TAX APPEALS BOARD	EMS II
<u>TRAFFIC SAFETY COMMISSION</u>		
B3400	DEPUTY DIRECTOR - TRAFFIC SAFETY COMMISSION	57
<u>TRANSPORTATION DEPARTMENT</u>		
B4040	ADMINISTRATOR - TRANSPORTATION COMMISSION	66

CLASS CODE	CLASS TITLE	SALARY RANGE
B4070	FREIGHT MOBILITY & ECONOMIC PARTNERSHIPS DIRECTOR	EMS IV
B4072	ADMINISTRATOR, FREIGHT MOBILITY	EMS III
B4074	ADMINISTRATOR, URBAN CORRIDORS OFFICE	EMS V
B4080	ADMINISTRATOR, BOARD OF PILOTAGE COMMISSIONERS	70
B4090	PERSONNEL MANAGER - TRANSPORTATION	EMS III
B4110	DIRECTOR, LEGISLATIVE & STRATEGIC MGMT RELATIONS	EMS III
B4118	DEPUTY SECRETARY, POLICY - TRANSPORTATION	EMS V
B4120	DEPUTY SECRETARY, OPERATIONS - TRANSPORTATION	EMS V
B4140	ASSISTANT SEC, DIV OF FINANCE & BUDGET MGMT	EMS V
B4150	ASSISTANT SEC, DIV OF PLANNING, RES & PUB TRANSPORTATION	EMS V
B4160	CEO WASHINGTON STATE FERRIES	EMS VI
B4170	ASSISTANT SECRETARY, DIVISION OF AERONAUTICS	EMS III
B4180	TRANSPORTATION DISTRICT ADMINISTRATOR 1	EMS V
B4190	TRANSPORTATION DISTRICT ADMINISTRATOR 2	EMS V
B4191	TRANSPORTATION REGIONAL ADMINISTRATOR 3	EMS V
B4230	ASSISTANT SECRETARY, LOCAL PROGRAMS & SERVICES	EMS V
B4250	DIRECTOR, INTERGOVERNMENTAL RELATIONS	EMS III
B4272	DIRECTOR OF MAINTENANCE, WSF	EMS IV
B4280	PUBLIC AFFAIRS DIRECTOR, MARINE	64
B4325	CONTRACTS AND LEGAL SERVICES MANAGER, WSF	EMS I
B4342	PORT CAPTAIN	EMS IV
B4350	PORT ENGINEER, MARINE	EMS IV
B4352	SENIOR PORT ENGINEER	76
B4380	ASSISTANT SECRETARY, PROGRAM DEVELOPMENT	EMS V
B4390	ASSISTANT SECRETARY, OPERATIONS	EMS V
B4391	SPECIAL ASSISTANT FOR POLICY AND ADMINISTRATION	EMS III
B4392	DIRECTOR, OFFICE OF INFORMATION TECHNOLOGY	EMS IV
<u>UTILITIES AND TRANSPORTATION COMMISSION</u>		
B3120	DIRECTOR, LEGAL, ACCOUNTING, POLICY DEVELOPMENT	EMS IV
B3140	TRANSPORTATION DIVISION DIRECTOR - UTC	68
B3150	REGULATORY SERVICES DIVISION DIRECTOR	EMS IV
B3160	EXECUTIVE SECRETARY - UTC	EMS IV
B3170	PUBLIC AFFAIRS ADMINISTRATOR - UTC	65
B3190	POLICY PLANNING & RESEARCH ADMINISTRATOR	64
B3202	DIRECTOR OF INFORMATION RESOURCES	65
<u>VETERANS AFFAIRS</u>		
B5040	DEPUTY DIRECTOR, VETERANS AFFAIRS	EMS IV
B5050	SUPERINTENDENT, WA VETERANS HOME - DVA	EMS IV
B5051	ADMINISTRATOR, SPOKANE VETERANS HOME	EMS III
B5055	ASSOCIATE SUPERINTENDENT, WA VETERANS HOME	EMS III
B5060	SUPERINTENDENT, WA SOLDIERS HOME & COLONY	EMS IV
B5065	ASSOCIATE SUPERINTENDENT, WA SOLDIERS HOME	EMS III
B5080	ASSISTANT DIRECTOR, ADMINISTRATIVE SERVICES	EMS IV
<u>WORKFORCE TRAINING AND COORDINATING BOARD</u>		
B3220	GENERAL MANAGER - VOCATIONAL EDUCATION	66
B3270	ASSOCIATE DIRECTOR, OUTCOMES AND EVALUATION	EMS III
B3275	ASSOCIATE DIRECTOR, PLANNING AND COORDINATION	EMS III

Washington State Department of Personnel
General Service Salary Schedule for General Government and Higher Education

Effective July 1, 2005 for Represented Employees

Effective September 1, 2005 for Non-Represented Employees

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
14	16512	16896	17304	17664	18096	18504	18936	19344	19776	20232	20712	Annual
	1376	1408	1442	1472	1508	1542	1578	1612	1648	1686	1726	Monthly
	7.91	8.09	8.29	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	Hourly
	0.55	0.57	0.58	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	Standby
15	16896	17304	17664	18096	18504	18936	19344	19776	20232	20712	21156	Annual
	1408	1442	1472	1508	1542	1578	1612	1648	1686	1726	1763	Monthly
	8.09	8.29	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	Hourly
	0.57	0.58	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	Standby
16	17304	17664	18096	18504	18936	19344	19776	20232	20712	21156	21636	Annual
	1442	1472	1508	1542	1578	1612	1648	1686	1726	1763	1803	Monthly
	8.29	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	Hourly
	0.58	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	Standby
17	17664	18096	18504	18936	19344	19776	20232	20712	21156	21636	22152	Annual
	1472	1508	1542	1578	1612	1648	1686	1726	1763	1803	1846	Monthly
	8.46	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	Hourly
	0.59	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	Standby
18	18096	18504	18936	19344	19776	20232	20712	21156	21636	22152	22620	Annual
	1508	1542	1578	1612	1648	1686	1726	1763	1803	1846	1885	Monthly
	8.67	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	Hourly
	0.61	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	Standby
19	18504	18936	19344	19776	20232	20712	21156	21636	22152	22620	23196	Annual
	1542	1578	1612	1648	1686	1726	1763	1803	1846	1885	1933	Monthly
	8.86	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	Hourly
	0.62	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	Standby
20	18936	19344	19776	20232	20712	21156	21636	22152	22620	23196	23712	Annual
	1578	1612	1648	1686	1726	1763	1803	1846	1885	1933	1976	Monthly
	9.07	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	Hourly
	0.63	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	Standby
21	19344	19776	20232	20712	21156	21636	22152	22620	23196	23712	24252	Annual
	1612	1648	1686	1726	1763	1803	1846	1885	1933	1976	2021	Monthly
	9.26	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	Hourly
	0.65	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	Standby
22	19776	20232	20712	21156	21636	22152	22620	23196	23712	24252	24828	Annual
	1648	1686	1726	1763	1803	1846	1885	1933	1976	2021	2069	Monthly
	9.47	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	Hourly
	0.66	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	Standby

Standby rate is equal to 7% of the hourly rate.

Washington State Department of Personnel
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RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
23	20232	20712	21156	21636	22152	22620	23196	23712	24252	24828	25428	Annual
	1686	1726	1763	1803	1846	1885	1933	1976	2021	2069	2119	Monthly
	9.69	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	Hourly
	0.68	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	Standby
24	20712	21156	21636	22152	22620	23196	23712	24252	24828	25428	26004	Annual
	1726	1763	1803	1846	1885	1933	1976	2021	2069	2119	2167	Monthly
	9.92	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	Hourly
	0.69	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	Standby
25	21156	21636	22152	22620	23196	23712	24252	24828	25428	26004	26604	Annual
	1763	1803	1846	1885	1933	1976	2021	2069	2119	2167	2217	Monthly
	10.13	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	Hourly
	0.71	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	Standby
26	21636	22152	22620	23196	23712	24252	24828	25428	26004	26604	27216	Annual
	1803	1846	1885	1933	1976	2021	2069	2119	2167	2217	2268	Monthly
	10.36	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	Hourly
	0.73	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	Standby
27	22152	22620	23196	23712	24252	24828	25428	26004	26604	27216	27852	Annual
	1846	1885	1933	1976	2021	2069	2119	2167	2217	2268	2321	Monthly
	10.61	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	Hourly
	0.74	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	Standby
28	22620	23196	23712	24252	24828	25428	26004	26604	27216	27852	28524	Annual
	1885	1933	1976	2021	2069	2119	2167	2217	2268	2321	2377	Monthly
	10.83	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	Hourly
	0.76	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	Standby
29	23196	23712	24252	24828	25428	26004	26604	27216	27852	28524	29148	Annual
	1933	1976	2021	2069	2119	2167	2217	2268	2321	2377	2429	Monthly
	11.11	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	Hourly
	0.78	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	Standby
30	23712	24252	24828	25428	26004	26604	27216	27852	28524	29148	29880	Annual
	1976	2021	2069	2119	2167	2217	2268	2321	2377	2429	2490	Monthly
	11.36	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	Hourly
	0.80	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	Standby

Standby rate is equal to 7% of the hourly rate.

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31	24252	24828	25428	26004	26604	27216	27852	28524	29148	29880	30564	Annual
	2021	2069	2119	2167	2217	2268	2321	2377	2429	2490	2547	Monthly
	11.61	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	Hourly
	0.81	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	Standby
32	24828	25428	26004	26604	27216	27852	28524	29148	29880	30564	31284	Annual
	2069	2119	2167	2217	2268	2321	2377	2429	2490	2547	2607	Monthly
	11.89	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	Hourly
	0.83	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	Standby
33	25428	26004	26604	27216	27852	28524	29148	29880	30564	31284	32028	Annual
	2119	2167	2217	2268	2321	2377	2429	2490	2547	2607	2669	Monthly
	12.18	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	Hourly
	0.85	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	Standby
34	26004	26604	27216	27852	28524	29148	29880	30564	31284	32028	32760	Annual
	2167	2217	2268	2321	2377	2429	2490	2547	2607	2669	2730	Monthly
	12.45	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	Hourly
	0.87	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	Standby
35	26604	27216	27852	28524	29148	29880	30564	31284	32028	32760	33588	Annual
	2217	2268	2321	2377	2429	2490	2547	2607	2669	2730	2799	Monthly
	12.74	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	Hourly
	0.89	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	Standby
36	27216	27852	28524	29148	29880	30564	31284	32028	32760	33588	34368	Annual
	2268	2321	2377	2429	2490	2547	2607	2669	2730	2799	2864	Monthly
	13.03	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	Hourly
	0.91	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	Standby
37	27852	28524	29148	29880	30564	31284	32028	32760	33588	34368	35184	Annual
	2321	2377	2429	2490	2547	2607	2669	2730	2799	2864	2932	Monthly
	13.34	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	Hourly
	0.93	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	Standby
38	28524	29148	29880	30564	31284	32028	32760	33588	34368	35184	36048	Annual
	2377	2429	2490	2547	2607	2669	2730	2799	2864	2932	3004	Monthly
	13.66	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	Hourly
	0.96	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	Standby

Standby rate is equal to 7% of the hourly rate.

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39	29148	29880	30564	31284	32028	32760	33588	34368	35184	36048	36948	Annual
	2429	2490	2547	2607	2669	2730	2799	2864	2932	3004	3079	Monthly
	13.96	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	Hourly
	0.98	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	Standby
40	29880	30564	31284	32028	32760	33588	34368	35184	36048	36948	37884	Annual
	2490	2547	2607	2669	2730	2799	2864	2932	3004	3079	3157	Monthly
	14.31	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	Hourly
	1.00	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	Standby
41	30564	31284	32028	32760	33588	34368	35184	36048	36948	37884	38808	Annual
	2547	2607	2669	2730	2799	2864	2932	3004	3079	3157	3234	Monthly
	14.64	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	Hourly
	1.02	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	Standby
42	31284	32028	32760	33588	34368	35184	36048	36948	37884	38808	39816	Annual
	2607	2669	2730	2799	2864	2932	3004	3079	3157	3234	3318	Monthly
	14.98	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	Hourly
	1.05	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	Standby
43	32028	32760	33588	34368	35184	36048	36948	37884	38808	39816	40752	Annual
	2669	2730	2799	2864	2932	3004	3079	3157	3234	3318	3396	Monthly
	15.34	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	Hourly
	1.07	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	Standby
44	32760	33588	34368	35184	36048	36948	37884	38808	39816	40752	41808	Annual
	2730	2799	2864	2932	3004	3079	3157	3234	3318	3396	3484	Monthly
	15.69	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	Hourly
	1.10	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	Standby
45	33588	34368	35184	36048	36948	37884	38808	39816	40752	41808	42852	Annual
	2799	2864	2932	3004	3079	3157	3234	3318	3396	3484	3571	Monthly
	16.09	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	Hourly
	1.13	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	Standby
46	34368	35184	36048	36948	37884	38808	39816	40752	41808	42852	43956	Annual
	2864	2932	3004	3079	3157	3234	3318	3396	3484	3571	3663	Monthly
	16.46	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	Hourly
	1.15	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	Standby

Standby rate is equal to 7% of the hourly rate.

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47	35184	36048	36948	37884	38808	39816	40752	41808	42852	43956	45036	Annual
	2932	3004	3079	3157	3234	3318	3396	3484	3571	3663	3753	Monthly
	16.85	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	Hourly
	1.18	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	Standby
48	36048	36948	37884	38808	39816	40752	41808	42852	43956	45036	46152	Annual
	3004	3079	3157	3234	3318	3396	3484	3571	3663	3753	3846	Monthly
	17.26	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	Hourly
	1.21	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	Standby
49	36948	37884	38808	39816	40752	41808	42852	43956	45036	46152	47280	Annual
	3079	3157	3234	3318	3396	3484	3571	3663	3753	3846	3940	Monthly
	17.70	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	Hourly
	1.24	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	Standby
50	37884	38808	39816	40752	41808	42852	43956	45036	46152	47280	48492	Annual
	3157	3234	3318	3396	3484	3571	3663	3753	3846	3940	4041	Monthly
	18.14	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	Hourly
	1.27	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	Standby
51	38808	39816	40752	41808	42852	43956	45036	46152	47280	48492	49692	Annual
	3234	3318	3396	3484	3571	3663	3753	3846	3940	4041	4141	Monthly
	18.59	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	Hourly
	1.30	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	Standby
52	39816	40752	41808	42852	43956	45036	46152	47280	48492	49692	50964	Annual
	3318	3396	3484	3571	3663	3753	3846	3940	4041	4141	4247	Monthly
	19.07	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	Hourly
	1.33	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	Standby
53	40752	41808	42852	43956	45036	46152	47280	48492	49692	50964	52212	Annual
	3396	3484	3571	3663	3753	3846	3940	4041	4141	4247	4351	Monthly
	19.52	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	Hourly
	1.37	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	Standby
54	41808	42852	43956	45036	46152	47280	48492	49692	50964	52212	53520	Annual
	3484	3571	3663	3753	3846	3940	4041	4141	4247	4351	4460	Monthly
	20.02	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	Hourly
	1.40	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	Standby

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55	42852	43956	45036	46152	47280	48492	49692	50964	52212	53520	54840	Annual
	3571	3663	3753	3846	3940	4041	4141	4247	4351	4460	4570	Monthly
	20.52	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	Hourly
	1.44	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	Standby
56	43956	45036	46152	47280	48492	49692	50964	52212	53520	54840	56220	Annual
	3663	3753	3846	3940	4041	4141	4247	4351	4460	4570	4685	Monthly
	21.05	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	Hourly
	1.47	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	Standby
57	45036	46152	47280	48492	49692	50964	52212	53520	54840	56220	57624	Annual
	3753	3846	3940	4041	4141	4247	4351	4460	4570	4685	4802	Monthly
	21.57	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	Hourly
	1.51	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	Standby
58	46152	47280	48492	49692	50964	52212	53520	54840	56220	57624	59088	Annual
	3846	3940	4041	4141	4247	4351	4460	4570	4685	4802	4924	Monthly
	22.10	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	Hourly
	1.55	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	Standby
59	47280	48492	49692	50964	52212	53520	54840	56220	57624	59088	60528	Annual
	3940	4041	4141	4247	4351	4460	4570	4685	4802	4924	5044	Monthly
	22.64	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	Hourly
	1.58	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	Standby
60	48492	49692	50964	52212	53520	54840	56220	57624	59088	60528	62100	Annual
	4041	4141	4247	4351	4460	4570	4685	4802	4924	5044	5175	Monthly
	23.22	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	Hourly
	1.63	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	Standby
61	49692	50964	52212	53520	54840	56220	57624	59088	60528	62100	63600	Annual
	4141	4247	4351	4460	4570	4685	4802	4924	5044	5175	5300	Monthly
	23.80	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	Hourly
	1.67	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	Standby
62	50964	52212	53520	54840	56220	57624	59088	60528	62100	63600	65220	Annual
	4247	4351	4460	4570	4685	4802	4924	5044	5175	5300	5435	Monthly
	24.41	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	Hourly
	1.71	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	Standby

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63	52212	53520	54840	56220	57624	59088	60528	62100	63600	65220	66852	Annual
	4351	4460	4570	4685	4802	4924	5044	5175	5300	5435	5571	Monthly
	25.01	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	Hourly
	1.75	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	Standby
64	53520	54840	56220	57624	59088	60528	62100	63600	65220	66852	68496	Annual
	4460	4570	4685	4802	4924	5044	5175	5300	5435	5571	5708	Monthly
	25.63	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	Hourly
	1.79	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	Standby
65	54840	56220	57624	59088	60528	62100	63600	65220	66852	68496	70200	Annual
	4570	4685	4802	4924	5044	5175	5300	5435	5571	5708	5850	Monthly
	26.26	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	Hourly
	1.84	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	Standby
66	56220	57624	59088	60528	62100	63600	65220	66852	68496	70200	71988	Annual
	4685	4802	4924	5044	5175	5300	5435	5571	5708	5850	5999	Monthly
	26.93	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	Hourly
	1.89	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	Standby
67	57624	59088	60528	62100	63600	65220	66852	68496	70200	71988	73776	Annual
	4802	4924	5044	5175	5300	5435	5571	5708	5850	5999	6148	Monthly
	27.60	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	Hourly
	1.93	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	Standby
68	59088	60528	62100	63600	65220	66852	68496	70200	71988	73776	75636	Annual
	4924	5044	5175	5300	5435	5571	5708	5850	5999	6148	6303	Monthly
	28.30	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	Hourly
	1.98	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	Standby
69	60528	62100	63600	65220	66852	68496	70200	71988	73776	75636	77520	Annual
	5044	5175	5300	5435	5571	5708	5850	5999	6148	6303	6460	Monthly
	28.99	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	Hourly
	2.03	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	Standby
70	62100	63600	65220	66852	68496	70200	71988	73776	75636	77520	79464	Annual
	5175	5300	5435	5571	5708	5850	5999	6148	6303	6460	6622	Monthly
	29.74	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	Hourly
	2.08	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	Standby

Standby rate is equal to 7% of the hourly rate.

Washington State Department of Personnel
General Service Salary Schedule for General Government and Higher Education

Effective July 1, 2005 for Represented Employees

Effective September 1, 2005 for Non-Represented Employees

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
71	63600	65220	66852	68496	70200	71988	73776	75636	77520	79464	81432	Annual
	5300	5435	5571	5708	5850	5999	6148	6303	6460	6622	6786	Monthly
	30.46	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	Hourly
	2.13	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	Standby
72	65220	66852	68496	70200	71988	73776	75636	77520	79464	81432	83484	Annual
	5435	5571	5708	5850	5999	6148	6303	6460	6622	6786	6957	Monthly
	31.24	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	Hourly
	2.19	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	Standby
73	66852	68496	70200	71988	73776	75636	77520	79464	81432	83484	85572	Annual
	5571	5708	5850	5999	6148	6303	6460	6622	6786	6957	7131	Monthly
	32.02	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	Hourly
	2.24	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	Standby
74	68496	70200	71988	73776	75636	77520	79464	81432	83484	85572	87720	Annual
	5708	5850	5999	6148	6303	6460	6622	6786	6957	7131	7310	Monthly
	32.80	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	Hourly
	2.30	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	Standby
75	70200	71988	73776	75636	77520	79464	81432	83484	85572	87720	89892	Annual
	5850	5999	6148	6303	6460	6622	6786	6957	7131	7310	7491	Monthly
	33.62	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	Hourly
	2.35	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	Standby
76	71988	73776	75636	77520	79464	81432	83484	85572	87720	89892	92172	Annual
	5999	6148	6303	6460	6622	6786	6957	7131	7310	7491	7681	Monthly
	34.48	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	Hourly
	2.41	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	Standby
77	73776	75636	77520	79464	81432	83484	85572	87720	89892	92172	94440	Annual
	6148	6303	6460	6622	6786	6957	7131	7310	7491	7681	7870	Monthly
	35.33	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	Hourly
	2.47	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	Standby
78	75636	77520	79464	81432	83484	85572	87720	89892	92172	94440	96804	Annual
	6303	6460	6622	6786	6957	7131	7310	7491	7681	7870	8067	Monthly
	36.22	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	Hourly
	2.54	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	Standby

Standby rate is equal to 7% of the hourly rate.

Washington State Department of Personnel
General Service Salary Schedule for General Government and Higher Education

Effective July 1, 2005 for Represented Employees

Effective September 1, 2005 for Non-Represented Employees

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
79	77520	79464	81432	83484	85572	87720	89892	92172	94440	96804	99240	Annual
	6460	6622	6786	6957	7131	7310	7491	7681	7870	8067	8270	Monthly
	37.13	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	Hourly
	2.60	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	Standby
80	79464	81432	83484	85572	87720	89892	92172	94440	96804	99240	101712	Annual
	6622	6786	6957	7131	7310	7491	7681	7870	8067	8270	8476	Monthly
	38.06	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	Hourly
	2.66	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	Standby
81	81432	83484	85572	87720	89892	92172	94440	96804	99240	101712	104232	Annual
	6786	6957	7131	7310	7491	7681	7870	8067	8270	8476	8686	Monthly
	39.00	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	Hourly
	2.73	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	Standby
82	83484	85572	87720	89892	92172	94440	96804	99240	101712	104232	106836	Annual
	6957	7131	7310	7491	7681	7870	8067	8270	8476	8686	8903	Monthly
	39.98	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	Hourly
	2.80	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	Standby
83	85572	87720	89892	92172	94440	96804	99240	101712	104232	106836	109524	Annual
	7131	7310	7491	7681	7870	8067	8270	8476	8686	8903	9127	Monthly
	40.98	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	Hourly
	2.87	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	Standby
84	87720	89892	92172	94440	96804	99240	101712	104232	106836	109524	112248	Annual
	7310	7491	7681	7870	8067	8270	8476	8686	8903	9127	9354	Monthly
	42.01	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	Hourly
	2.94	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	Standby
85	89892	92172	94440	96804	99240	101712	104232	106836	109524	112248	115044	Annual
	7491	7681	7870	8067	8270	8476	8686	8903	9127	9354	9587	Monthly
	43.05	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	Hourly
	3.01	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	Standby
86	92172	94440	96804	99240	101712	104232	106836	109524	112248	115044	117960	Annual
	7681	7870	8067	8270	8476	8686	8903	9127	9354	9587	9830	Monthly
	44.14	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	Hourly
	3.09	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	Standby

Washington State Department of Personnel
General Service Salary Schedule for General Government and Higher Education

Effective July 1, 2005 for Represented Employees

Effective September 1, 2005 for Non-Represented Employees

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
87	94440	96804	99240	101712	104232	106836	109524	112248	115044	117960	120864	Annual
	7870	8067	8270	8476	8686	8903	9127	9354	9587	9830	10072	Monthly
	45.23	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	Hourly
	3.17	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	Standby
88	96804	99240	101712	104232	106836	109524	112248	115044	117960	120864	123912	Annual
	8067	8270	8476	8686	8903	9127	9354	9587	9830	10072	10326	Monthly
	46.36	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	Hourly
	3.25	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	Standby
89	99240	101712	104232	106836	109524	112248	115044	117960	120864	123912	127044	Annual
	8270	8476	8686	8903	9127	9354	9587	9830	10072	10326	10587	Monthly
	47.53	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	Hourly
	3.33	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	Standby
90	101712	104232	106836	109524	112248	115044	117960	120864	123912	127044	130188	Annual
	8476	8686	8903	9127	9354	9587	9830	10072	10326	10587	10849	Monthly
	48.71	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	Hourly
	3.41	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	Standby
91	104232	106836	109524	112248	115044	117960	120864	123912	127044	130188	133476	Annual
	8686	8903	9127	9354	9587	9830	10072	10326	10587	10849	11123	Monthly
	49.92	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	Hourly
	3.49	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	Standby
92	106836	109524	112248	115044	117960	120864	123912	127044	130188	133476	136764	Annual
	8903	9127	9354	9587	9830	10072	10326	10587	10849	11123	11397	Monthly
	51.17	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	Hourly
	3.58	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	Standby
93	109524	112248	115044	117960	120864	123912	127044	130188	133476	136764	140208	Annual
	9127	9354	9587	9830	10072	10326	10587	10849	11123	11397	11684	Monthly
	52.45	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	Hourly
	3.67	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	Standby
94	112248	115044	117960	120864	123912	127044	130188	133476	136764	140208	143700	Annual
	9354	9587	9830	10072	10326	10587	10849	11123	11397	11684	11975	Monthly
	53.76	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	Hourly
	3.76	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	Standby

Washington State Department of Personnel
General Service Salary Schedule for General Government and Higher Education

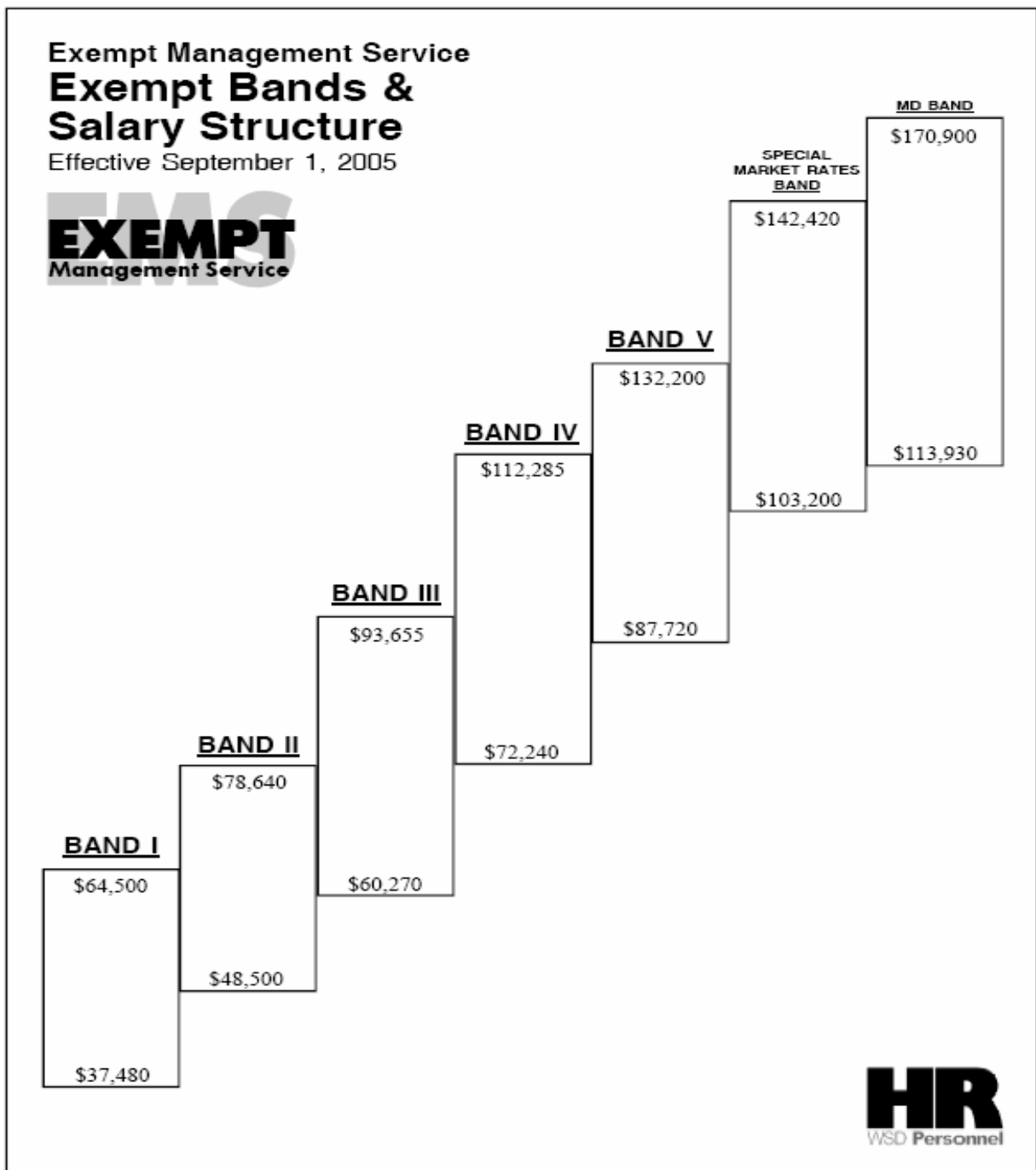
Effective July 1, 2005 for Represented Employees

Effective September 1, 2005 for Non-Represented Employees

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
95	115044	117960	120864	123912	127044	130188	133476	136764	140208	143700	147348	Annual
	9587	9830	10072	10326	10587	10849	11123	11397	11684	11975	12279	Monthly
	55.10	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	Hourly
	3.86	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	Standby
96	117960	120864	123912	127044	130188	133476	136764	140208	143700	147348	150984	Annual
	9830	10072	10326	10587	10849	11123	11397	11684	11975	12279	12582	Monthly
	56.49	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	Hourly
	3.95	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	Standby
97	120864	123912	127044	130188	133476	136764	140208	143700	147348	150984	154788	Annual
	10072	10326	10587	10849	11123	11397	11684	11975	12279	12582	12899	Monthly
	57.89	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	74.13	Hourly
	4.05	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	5.19	Standby
98	123912	127044	130188	133476	136764	140208	143700	147348	150984	154788	158652	Annual
	10326	10587	10849	11123	11397	11684	11975	12279	12582	12899	13221	Monthly
	59.34	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	74.13	75.98	Hourly
	4.15	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	Standby
99A	127044	130188	133476	136764	140208	143700	147348	150984	154788	158652	162624	Annual
	10587	10849	11123	11397	11684	11975	12279	12582	12899	13221	13552	Monthly
	60.84	62.35	63.93	65.50	67.15	68.82	70.57	72.31	74.13	75.98	77.89	Hourly
	4.26	4.36	4.48	4.59	4.70	4.82	4.94	5.06	5.19	5.32	5.45	Standby

Exempt Management Service

The Exempt Management Service (EMS) is a personnel system established separately for managers, directors and other executives exempt from civil service rules. Established on October 15, 1999 by the Washington State Personnel Resources Board this system allows agencies greater flexibility in salary placement and salary adjustment decisions for those positions approved for placement in the EMS by the WSD Personnel Director.



Washington Management Service

The Washington Management Service (WMS) is a personnel system established separately for civil service managers in state government. It was created by the 1993 Legislature at the request of then Governor Mike Lowery as part of a major civil service reform bill. The WMS is codified in statute as **RCW.41.06.500**.

A key goal of the WMS is to ensure more efficient and flexible personnel administration for civil service management positions and employees. This system supports the initial purpose of the WMS: **the selection, development, and retention of high quality, professional managers in Washington State service.**

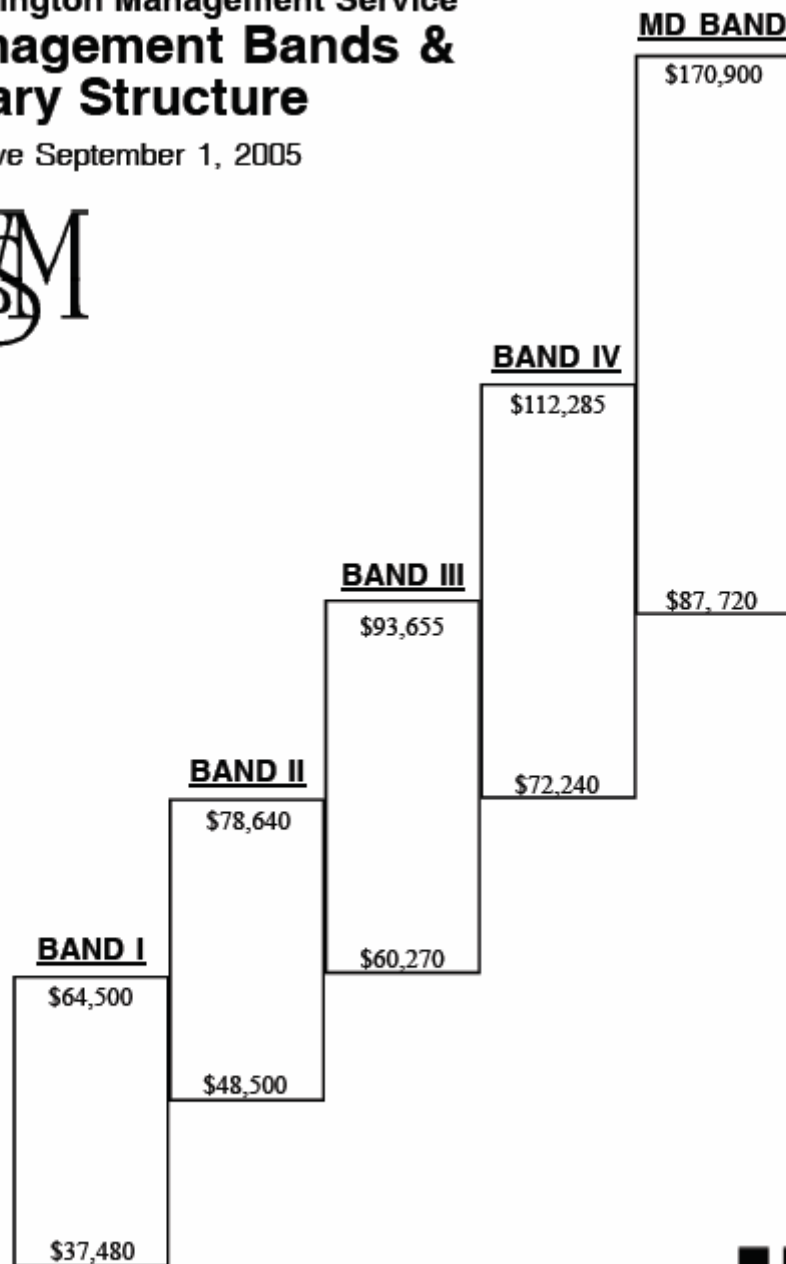
A major objective of the WMS is to support state agencies in their efforts to hire, develop, and compensate managers who effectively demonstrate the vital knowledge, skills, and abilities necessary for management effectiveness in today's diverse business environments.

Key Components of WMS

- Applies to all civil service state employees (except higher education) who meet the definition of manager.
- Simplified classification and compensation system that facilitates mobility and provides flexibility in setting salaries.
- Recruitment and hiring procedures that allow for consideration of all qualified candidates and facilitate workforce diversity.
- Strengthens management development and training.
- Performance appraisal system that emphasizes accountability for program results and managerial skills.
- WMS managers may only be reduced, suspended, demoted, or dismissed for cause.
- The WMS will be administered in a decentralized and regional manner.

Washington Management Service
**Management Bands &
Salary Structure**

Effective September 1, 2005



HR
WSD Personnel

Washington State Department of Personnel
Salary Schedule
Effective July 1, 2005

“L” Range

This range is used only for the class of liquor store clerk. The “L” range was designated to more closely parallel the prevailing pay structure for retail clerks in private industry. Periodic increases through the steps of the “L” range are made at the same time intervals as through a standard range. Normal progression is steps A, D, G, and K, which represents ten-percent increases.

+ 3.20%

L	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
RANGE	A	B	C	D	E	F	G	H	I	J	K	
	22152	22620	23196	24252	24828	25428	26604	27216	27852	28524	29148	Annual
29L	1846	1885	1933	2021	2069	2119	2217	2268	2321	2377	2429	Monthly
	10.61	10.83	11.11	11.61	11.89	12.18	12.74	13.03	13.34	13.66	13.96	Hourly

Washington State Department of Personnel
Salary Schedule
Effective July 1, 2005

“N” Range: Applies to WSFE–GG; Coalition and Teamsters

This range is used for classes requiring licensure as a registered nurse and having a prevailing pay range which is longer than a standard range, a one-step increase based on the number of years of experience up to the maximum of this range.

+ 3.20%

SALARY RANGE					Years of Experience																
					0	1	2	3	4	5	6	7	8	12	15	20					
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S			
39EN	31164	31884	32664	33420	34200	35004	35856	36708	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	Annual	
	2597	2657	2722	2785	2850	2917	2988	3059	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	Monthly	
	14.93	15.27	15.64	16.01	16.38	16.76	17.17	17.58	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	Hourly	
	1.05	1.07	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	Standby	
41EN	32664	33420	34200	35004	35856	36708	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	Annual	
	2722	2785	2850	2917	2988	3059	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	Monthly	
	15.64	16.01	16.38	16.76	17.17	17.58	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	Hourly	
	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	Standby	
Years of Experience																					
0	1	2	3	4	5	6	7	8	9	10	12	15	20								
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S			
45N	35856	36708	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	Annual	
	2988	3059	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	Monthly	
	17.17	17.58	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	Hourly	
	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	Standby	
47N	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	Annual	
	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	Monthly	
	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	Hourly	
	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	Standby	
49N	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	Annual	
	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	Monthly	
	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	Hourly	
	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	Standby	

Washington State Department of Personnel
Salary Schedule
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“N” Range: Applies to WSFE–GG; Coalition and Teamsters

		Years of Experience																			
		0	1		2	3		4	5	6	7	8	9	10	12	15	20				
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
50N		40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	Annual
		3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	Monthly
		19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	Hourly
		1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	Standby
51N		41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	Annual
		3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	Monthly
		19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	Hourly
		1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	Standby
52N		42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	Annual
		3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	Monthly
		20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	Hourly
		1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	Standby
53N		43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	Annual
		3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	Monthly
		20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	Hourly
		1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	Standby
54N		44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	Annual
		3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	Monthly
		21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	Hourly
		1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	Standby
55N		45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	Annual
		3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	Monthly
		21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	Hourly
		1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	Standby

Washington State Department of Personnel
Salary Schedule
Effective July 1, 2005

“N” Range: Applies to WSFE–GG; Coalition and Teamsters

		Years of Experience																			
		0	1		2	3		4	5		6	7	8	9	10	12	15	20			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
56N		46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	Annual
		3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	Monthly
		22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	Hourly
		1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	Standby
57N		48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	Annual
		4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	Monthly
		23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	Hourly
		1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	Standby
59N		50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	Annual
		4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	Monthly
		24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	Hourly
		1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	Standby
61N		53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	80784	82812	Annual
		4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	6732	6901	Monthly
		25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	38.69	39.66	Hourly
		1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.78	Standby
63N		55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	80784	82812	84888	87012	Annual
		4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	6732	6901	7074	7251	Monthly
		26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	38.69	39.66	40.66	41.67	Hourly
		1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.78	2.85	2.92	Standby
65N		58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	80784	82812	84888	87012	89184	91416	Annual
		4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	6732	6901	7074	7251	7432	7618	Monthly
		28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	38.69	39.66	40.66	41.67	42.71	43.78	Hourly
		1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.06	Standby

Washington State Department of Personnel
Salary Schedule for Represented Employees
Effective July 1, 2005

“N1” Range: Applies to Local 1199

		Years of Experience																			
SALARY						0	1	2	3	4	5	6	7	8	12	15	18	20			
RANGE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
39E1	31164	31884	32664	33420	34200	35004	35856	36708	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	Annual
	2597	2657	2722	2785	2850	2917	2988	3059	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	Monthly
	14.93	15.27	15.64	16.01	16.38	16.76	17.17	17.58	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	Hourly
	1.05	1.07	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	Standby
41E1	32664	33420	34200	35004	35856	36708	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	Annual
	2722	2785	2850	2917	2988	3059	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	Monthly
	15.64	16.01	16.38	16.76	17.17	17.58	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	Hourly
	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	Standby
		Years of Experience																			
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20					
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
45N1	35856	36708	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	Annual
	2988	3059	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	Monthly
	17.17	17.58	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	Hourly
	1.20	1.23	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	Standby
47N1	37596	38496	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	Annual
	3133	3208	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	Monthly
	18.01	18.44	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	Hourly
	1.26	1.29	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	Standby
49N1	39480	40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	Annual
	3290	3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	Monthly
	18.91	19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	Hourly
	1.32	1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	Standby

Washington State Department of Personnel
Salary Schedule for Represented Employees
Effective July 1, 2005

“N1” Range: Applies to Local 1199

		Years of Experience																				
		0	1		2	3		4		5	6	7	8	9	10	12	15	18	20			
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
50N1		40464	41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	Annual
		3372	3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	Monthly
		19.38	19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	Hourly
		1.36	1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	Standby
51N1		41484	42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	Annual
		3457	3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	Monthly
		19.87	20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	Hourly
		1.39	1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	Standby
52N1		42540	43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	Annual
		3545	3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	Monthly
		20.37	20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	Hourly
		1.43	1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	Standby
53N1		43548	44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	Annual
		3629	3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	Monthly
		20.86	21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	Hourly
		1.46	1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	Standby
54N1		44640	45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	Annual
		3720	3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	Monthly
		21.38	21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	Hourly
		1.50	1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	Standby
55N1		45768	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	Annual
		3814	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	Monthly
		21.92	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	Hourly
		1.53	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	Standby

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“N1” Range: Applies to Local 1199

		Years of Experience																				
		0	1	2	3	4	5	6	7	8	9	10	12	15	18	20						
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	
56N1	46920	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	Annual	
	3910	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	Monthly	
	22.47	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	Hourly	
	1.57	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	Standby	
57N1	48120	49284	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	Annual	
	4010	4107	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	Monthly	
	23.05	23.60	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	Hourly	
	1.61	1.65	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	Standby	
59N1	50532	51780	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	80784	Annual	
	4211	4315	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	6732	Monthly	
	24.20	24.80	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	38.69	Hourly	
	1.69	1.74	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	Standby	
61N1	53112	54408	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	80784	82812	84888	Annual	
	4426	4534	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	6732	6901	7074	Monthly	
	25.44	26.06	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	38.69	39.66	40.66	Hourly	
	1.78	1.82	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.78	2.85	Standby	
63N1	55788	57180	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	80784	82812	84888	87012	89184	Annual	
	4649	4765	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	6732	6901	7074	7251	7432	Monthly	
	26.72	27.39	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	38.69	39.66	40.66	41.67	42.71	Hourly	
	1.87	1.92	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	Standby	
65N1	58584	60048	61560	63120	64668	66324	67956	69648	71424	73164	75000	76872	78792	80784	82812	84888	87012	89184	91416	93696	Annual	
	4882	5004	5130	5260	5389	5527	5663	5804	5952	6097	6250	6406	6566	6732	6901	7074	7251	7432	7618	7808	Monthly	
	28.06	28.76	29.48	30.23	30.97	31.76	32.55	33.36	34.21	35.04	35.92	36.82	37.74	38.69	39.66	40.66	41.67	42.71	43.78	44.87	Hourly	
	1.96	2.01	2.06	2.12	2.17	2.22	2.28	2.34	2.39	2.45	2.51	2.58	2.64	2.71	2.78	2.85	2.92	2.99	3.06	3.14	Standby	

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“SP” Range: Applies to Coalition Local 17 WPEA-GG
Standby rate equals 7% of the hourly rate.

SP RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
35SP	30468	31176	31896	32664	33408	34212	35016	35820	36684	37524	38472	Annual
	2539	2598	2658	2722	2784	2851	2918	2985	3057	3127	3206	Monthly
	14.59	14.93	15.28	15.64	16.00	16.39	16.77	17.16	17.57	17.97	18.43	Hourly
	1.02	1.05	1.07	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	Standby
36SP	31176	31896	32664	33408	34212	35016	35820	36684	37524	38472	39372	Annual
	2598	2658	2722	2784	2851	2918	2985	3057	3127	3206	3281	Monthly
	14.93	15.28	15.64	16.00	16.39	16.77	17.16	17.57	17.97	18.43	18.86	Hourly
	1.05	1.07	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	Standby
37SP	31896	32664	33408	34212	35016	35820	36684	37524	38472	39372	40320	Annual
	2658	2722	2784	2851	2918	2985	3057	3127	3206	3281	3360	Monthly
	15.28	15.64	16.00	16.39	16.77	17.16	17.57	17.97	18.43	18.86	19.31	Hourly
	1.07	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	Standby
38SP	32664	33408	34212	35016	35820	36684	37524	38472	39372	40320	41316	Annual
	2722	2784	2851	2918	2985	3057	3127	3206	3281	3360	3443	Monthly
	15.64	16.00	16.39	16.77	17.16	17.57	17.97	18.43	18.86	19.31	19.79	Hourly
	1.09	1.12	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.39	Standby
40SP	34212	35016	35820	36684	37524	38472	39372	40320	41316	42336	43392	Annual
	2851	2918	2985	3057	3127	3206	3281	3360	3443	3528	3616	Monthly
	16.39	16.77	17.16	17.57	17.97	18.43	18.86	19.31	19.79	20.28	20.78	Hourly
	1.15	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	Standby
41SP	35016	35820	36684	37524	38472	39372	40320	41316	42336	43392	44472	Annual
	2918	2985	3057	3127	3206	3281	3360	3443	3528	3616	3706	Monthly
	16.77	17.16	17.57	17.97	18.43	18.86	19.31	19.79	20.28	20.78	21.30	Hourly
	1.17	1.20	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	Standby
42SP	35820	36684	37524	38472	39372	40320	41316	42336	43392	44472	45588	Annual
	2985	3057	3127	3206	3281	3360	3443	3528	3616	3706	3799	Monthly
	17.16	17.57	17.97	18.43	18.86	19.31	19.79	20.28	20.78	21.30	21.83	Hourly
	1.20	1.23	1.26	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53	Standby
45SP	38472	39372	40320	41316	42336	43392	44472	45588	46704	47892	49080	Annual
	3206	3281	3360	3443	3528	3616	3706	3799	3892	3991	4090	Monthly
	18.43	18.86	19.31	19.79	20.28	20.78	21.30	21.83	22.37	22.94	23.51	Hourly
	1.29	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.57	1.61	1.65	Standby

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“SP” Range: Applies to Coalition Local 17 WPEA-GG

SP RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	
46SP	39372	40320	41316	42336	43392	44472	45588	46704	47892	49080	50328	Annual
	3281	3360	3443	3528	3616	3706	3799	3892	3991	4090	4194	Monthly
	18.86	19.31	19.79	20.28	20.78	21.30	21.83	22.37	22.94	23.51	24.10	Hourly
	1.32	1.35	1.39	1.42	1.45	1.49	1.53	1.57	1.61	1.65	1.69	Standby
48SP	41316	42336	43392	44472	45588	46704	47892	49080	50328	51600	52860	Annual
	3443	3528	3616	3706	3799	3892	3991	4090	4194	4300	4405	Monthly
	19.79	20.28	20.78	21.30	21.83	22.37	22.94	23.51	24.10	24.71	25.32	Hourly
	1.39	1.42	1.45	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	Standby
49SP	42336	43392	44472	45588	46704	47892	49080	50328	51600	52860	54156	Annual
	3528	3616	3706	3799	3892	3991	4090	4194	4300	4405	4513	Monthly
	20.28	20.78	21.30	21.83	22.37	22.94	23.51	24.10	24.71	25.32	25.94	Hourly
	1.42	1.45	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	Standby
50SP	43392	44472	45588	46704	47892	49080	50328	51600	52860	54156	55548	Annual
	3616	3706	3799	3892	3991	4090	4194	4300	4405	4513	4629	Monthly
	20.78	21.30	21.83	22.37	22.94	23.51	24.10	24.71	25.32	25.94	26.60	Hourly
	1.45	1.49	1.53	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	Standby
53SP	46704	47892	49080	50328	51600	52860	54156	55548	56928	58380	59808	Annual
	3892	3991	4090	4194	4300	4405	4513	4629	4744	4865	4984	Monthly
	22.37	22.94	23.51	24.10	24.71	25.32	25.94	26.60	27.26	27.96	28.64	Hourly
	1.57	1.61	1.65	1.69	1.73	1.77	1.82	1.86	1.91	1.96	2.00	Standby
57SP	51600	52860	54156	55548	56928	58380	59808	61308	62808	64404	66000	Annual
	4300	4405	4513	4629	4744	4865	4984	5109	5234	5367	5500	Monthly
	24.71	25.32	25.94	26.60	27.26	27.96	28.64	29.36	30.08	30.84	31.61	Hourly
	1.73	1.77	1.82	1.86	1.91	1.96	2.00	2.06	2.11	2.16	2.21	Standby

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“T” Range: Applies to WFSE-GG

This range is used for classes of institution teachers. It is constructed by identifying step K of the regular state range as “Step 10” of the “T” range; the lower nine steps are each two regular state range steps apart. Advancement through this range is at the rate of one step per year.

+ 3.20%

T RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
41T	25428	26604	27852	29148	30564	32028	33588	35184	36948	38808	Annual
	2119	2217	2321	2429	2547	2669	2799	2932	3079	3234	Monthly
	12.18	12.74	13.34	13.96	14.64	15.34	16.09	16.85	17.70	18.59	Hourly
	0.85	0.89	0.93	0.98	1.02	1.07	1.13	1.18	1.24	1.30	Standby
50T	31284	32760	34368	36048	37884	39816	41808	43956	46152	48492	Annual
	2607	2730	2864	3004	3157	3318	3484	3663	3846	4041	Monthly
	14.98	15.69	16.46	17.26	18.14	19.07	20.02	21.05	22.10	23.22	Hourly
	1.05	1.10	1.15	1.21	1.27	1.33	1.40	1.47	1.55	1.63	Standby
58T	37884	39816	41808	43956	46152	48492	50964	53520	56220	59088	Annual
	3157	3318	3484	3663	3846	4041	4247	4460	4685	4924	Monthly
	18.14	19.07	20.02	21.05	22.10	23.22	24.41	25.63	26.93	28.30	Hourly
	1.27	1.33	1.40	1.47	1.55	1.63	1.71	1.79	1.89	1.98	Standby

ASSIGNMENT PAY

Following is a list of classes for which assignment pay (AP) has been approved. AP is granted in recognition of assigned duties which exceed ordinary conditions. The "premium" is stated in ranges or a specific dollar amount. If stated in ranges, the number of ranges would be added to the base range of the class. The "reference number" indicates the specific conditions for which AP is to be paid.

Group A indicates those classes which have been granted assignment pay; Group B indicates those assigned duties granted AP which are not class specific.

Class Title	Class Code	Premium	Reference#
<u>GROUP A</u>			
Aircraft Pilot 1	73480	4 ranges	<u>7</u>
Aircraft Pilot 2	73500	4 ranges	<u>7</u>
Assistant State Auditor 3	13540	4 ranges	<u>33</u>
Assistant State Auditor 4	13560	4 ranges	<u>33</u>
Bridge Engineer 1	66400	4 ranges	<u>22</u>
Bridge Engineer 2	66410	4 ranges	<u>22</u>
Bridge Engineer 3	66420	4 ranges	<u>22</u>
Bridge Engineer 4	66430	4 ranges	<u>22</u>
Bridge Engineer 5	66440	4 ranges	<u>22</u>
Bridge Engineer 7	66451	4 ranges	<u>22</u>
Bridge Engineer Supervisor 1	66450	4 ranges	<u>22</u>
Bridge Technician 1	66380	4 ranges	<u>22</u>
Bridge Technician 2	66385	4 ranges	<u>22</u>
Carpenter	70150	2 ranges	<u>31</u>
Construction and Maintenance Superintendent 1	70600	2 ranges	<u>31</u>
Construction and Maintenance Supervisor	70550	2 ranges	<u>31</u>
Corrections and Custody Officer 2	384B	See Ref.	<u>23</u>
Corrections and Custody Officer 2	384C	See Ref.	<u>23</u>
Custodian	83190	4 ranges	<u>9</u>
Equipment Operator A	71180	4 ranges	<u>12</u>
Equipment Operator B	71190	4 ranges	<u>12</u>

Class Title	Class Code	Premium	Reference#
Ferry Operator Assistant	71820	See Ref.	5
Fish & Wildlife Enforcement Officer 1	388A	4 ranges	7
Fish & Wildlife Enforcement Officer 2	388B	4 ranges	7
Fish & Wildlife Enforcement Officer 3	388C	4 ranges	7
Fish & Wildlife Enforcement Sergeant/Detective	388D	4 ranges	7
General Repairer	70090	2 ranges	31
Liquor Store Clerk	228A	.2 hrs/day	13
Retail Manager 3	229C	2 ranges	15
Retail Manager 4	229D	2 ranges	15
Maintenance Technician 1	71070	See Ref.	5 , 16 , 22 , 36
Maintenance Technician 2	71090	See Ref.	5 , 16 , 22 , 36
Maintenance Technician 3	71110	See Ref.	5 , 22
Maintenance Lead Technician	71150	See Ref.	5 , 22
Maintenance Technician 1, Bridge	71340	See Ref.	5 , 21 , 22
Maintenance Technician 2, Bridge	71360	See Ref.	5 , 21 , 22
Maintenance Lead Technician, Bridge	71380	See Ref.	5 , 21 , 22
Maintenance Specialist	71250	See Ref.	5
Maintenance Supervisor, Bridge	71400	See Ref.	21 , 22
Mental Health Technician 1	56650	2 ranges	11
Mental Health Technician 2	56670	2 ranges	11
Mental Health Technician 3	56690	2 ranges	11
PBX Chief Operator	02160	2 ranges	4
Psychiatric Security Attendant	56560	2 ranges	11
Rest Area Attendant	83140	4 ranges	36
Revenue Auditor 1	15280	4 ranges	10
Revenue Auditor 2	15300	4 ranges	10
Revenue Auditor 3	15320	4 ranges	10
Revenue Auditor 4	15330	See Ref.	10 , 30

Class Title	Class Code	Premium	Reference#
Security Guard 2	83602	4 ranges	34
Security Guard 3	83620	4 ranges	34
Sign Installation Specialist 1	71231	See Ref.	5
Sign Installation Specialist 2	71232	See Ref.	5
Trades Helper	70070	2 ranges	31
Transportation Engineer 1	66120	4 ranges	14
Transportation Engineer 2	66140	See Ref.	14,22
Transportation Engineer 3	66160	See Ref.	14,22
Transportation Engineer 4	66180	4 ranges	22
Transportation Engineer 5	66200	4 ranges	22
Transportation Technician 1	66060	See Ref.	14, 22
Transportation Technician 2	66080	See Ref.	14, 22
Transportation Technician 3	66100	See Ref.	14, 22
Truck Driver 1	73100	4 ranges	12
Truck Driver 2	73120	4 ranges	12
Warehouse Worker 1	77700	\$10.00/month	2

Class Title	Class Code	Premium	Reference#
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GROUP B

Asbestos Workers (Certified)		4 ranges	20
Clerical Crime Lab Support (WSP)		2 ranges	25
CSR Team and SIR Team (WSP)		3 percent	27
Dual Language Requirement		2 ranges	18
Drive Kenworth Truck (SOS)		4 ranges	8
Patient Transport (DSHS)		4 ranges	17
Patient Resident Supervision (DSHS)		2 ranges	1
Pesticide Sprayers (DOT)		4 ranges	16
Resident Transportation (DVA)		Trk.Dr. Rate	19
SCUBA Diving Requirement		\$7.50/hour	3
Emergency Spill Response Team (ECOL)		See Ref.	24

REFERENCE #1: For supervision, training, and counseling of mentally retarded residents or mental patients or Juvenile Rehabilitation Institution Residents. Basic salary range plus two ranges. (Eff. 7/69; Rev. 7/78, 12/78, 10/79, 4/98, 1/02)

REFERENCE #2: For full-time assignment to forklift operations. Basic salary range plus \$10.00 a month shall be paid to employees in this class. (Eff. 7/69)

REFERENCE #3: For required SCUBA diving. Basic salary range plus \$7.50 per diving hour to employees in any class but Master Diver (92900). (Eff. 7/69; Rev. 7/78)

REFERENCE #4: For (a) Department of Information Services' PBX Operators who are responsible for computerized conference call bridging, statewide service intercept, and introduction and testing to evaluate the usefulness of latest PBX equipment: (b) direct supervisory responsibility over PBX Security Communications Operators. Basic salary range plus two ranges. (Rev. 3/70, 7/78, 10/79, 9/91, 11/91)

REFERENCE #5: For assigned operation of highway equipment rated above the employee's classification. Basic salary range plus the hourly difference between the top step of the Maintenance Technician 3 class and the top step of the salary range representing a four-range increase over the Maintenance Technician 3 class. Employees operating this equipment shall be paid for actual operations that continue for at least one hour. Equipment operation that lasts for less than one continuous hour shall not qualify the operator for premium pay. Employees operating this equipment in a bona fide training assignment are not entitled to the higher rate. (Eff. 7/75; Rev 7/78, 10/79, 1/91)

REFERENCE #6: Applicable only to the Military Department, Emergency Management Division. Employees assigned as duty officers outside of their regular work shift will receive an hourly salary of \$8.50. (Eff. 12/93)

REFERENCE #7: Within the Department of Fish and Wildlife only. Combines with base salary as total pay for 171-hour, 28-day work period. See 356-15-030(4)(D). (Eff. 12/85; Rev. 12/89; 12/97)

REFERENCE #8: Payable to the staff of the Office of the Secretary of State in classification below Truck Driver 2 salary range when they are qualified to operate, and are assigned to drive the Kenworth truck, GVW 29,700 lbs., (or its equivalent). The employees shall receive basic salary plus four ranges, on a step-for-step basis, up to but not exceeding the Truck Driver 2 pay range. AP to be paid during any combination of actual operation, and waiting period of less than one hour, with a minimum of two hours AP per driving assignment. (Eff. 10/96; Rev. 11/96)

REFERENCE #9: For full-time assignment to a floor care crew and the operation of heavy-duty floor cleaning and waxing equipment. Basic salary range plus two ranges. Basic salary range plus two ranges will be paid to designated working supervisor of floor crew. (Rev. 10/79, 1/01, 9/01)

REFERENCE #10: Basic salary range plus four ranges shall be paid to Department of Revenue employees in Revenue Auditor classifications which are permanently assigned to maintain an office at an out-of-state location or are on a one-year roving assignment out-of-state. (Eff. 7/69)

REFERENCE #11: For successful completion of the Department of Social and Health Services approved core curriculum which consists of 45 college quarter credit hours or its equivalent in semester hours and current participation in the development and implementation of assigned aspects of individual resident treatment activities. Basic salary plus two ranges. (Eff. 7/82; Rev 11/86, 7/90, 1/01)

REFERENCE #12: Employees assigned to operate equipment above this level shall be compensated four ranges above their base rate, and shall be credited with a minimum of four hours at the higher rate on each day they operate the higher-level equipment. (Eff. 6/84)

REFERENCE #13: In addition to pay for all hours worked, 0.2 hours pay for each day the employee is in charge of the store for the last two hours of operation or for opening the store alone. (Eff. 7/84; Rev. 11/97)

REFERENCE #14: For all hours worked when assigned to bridge painting inspection duties which involve climbing and work in exposed positions at heights from which an employee might fall 30 feet or more; excludes work on bridges or overpasses within areas protected by walls or guardrails. Basic salary range plus four ranges. (Eff. 11/85)

REFERENCE #15: Basic salary range plus two ranges for each full day an employee is formally assigned to train one or more Liquor Store Managers from other stores. (Eff. 11/85)

REFERENCE #16: For mixing, record keeping, and application of pesticides by a licensed Department of Transportation spray operator. Basic salary plus the hourly difference between the top step of the Maintenance Technician 3 class and the top step of the salary range representing a four-range increase over the Maintenance Technician 3 class. Employees who are responsible for actual mixing, record keeping, and praying of pesticide as documented by completion and signature of a "Pesticide Application Record" shall be paid for actual hours of operation that continues for at least one hour. Mixing, record keeping, and application of pesticides that last for less than one hour shall not qualify employees for assignment pay. (Eff. 1/89; Rev. 2/00)

REFERENCE #17: Payable to DSHS staff in classification below the Truck Driver salary range when they are qualified to operate, and are operating equipment, which is on the DSHS equipment list calling for Truck Driver 1, 2, or 3. Pay will be the basic salary range plus four ranges. If the first step of the range for the equipment exceeds the four ranges AP, then the first step shall be paid. Payable for the greater of actual operating time or two hours. Applicable only to the Department of Social and Health Services. (Eff. 3/89; Rev. 4/94)

REFERENCE #18: Employees in any position whose current, assigned job responsibilities include proficient use of written and oral English and proficiency in speaking and/or writing one or more foreign languages, American Sign Language, or Braille, provided that proficiency or formal training in such additional language is not required in the specifications for the job class. Basic salary plus two additional ranges. (Rev. 5/92)

REFERENCE #19: For Veterans' Affairs personnel while assigned to drive buses listed in the specifications for Truck Driver 1, 2, or 3, four additional ranges, not to exceed the top of the range for the appropriate class nor to be less than the first step of that range. To be paid during any combination of actual operation, and waiting period of less than one hour, with a minimum of two hours AP per driving assignment. (Eff. 5/89)

REFERENCE #20: Basic salary plus four ranges for certified asbestos workers while they are required to wear and change into or out of full-body protective clothing and pressurized respirator. (Eff. 5/89)

REFERENCE #21: Basic salary plus four ranges for a minimum of four hours per working day when assigned to perform repairs or maintenance on the Tacoma Narrows Bridge excluding routine maintenance or roadway, sidewalks, railing, bridge approaches, signs, etc. (Eff. 7/89)

REFERENCE #22: Basic salary plus four ranges for a minimum of four hours per working day while either operating an under-bridge inspection truck (UBIT) from the bucket or while serving as back-up operator on the bridge deck. (Eff. 2/91; Rev. 10/97, 3/02)

REFERENCE #23: Correctional Officers within the Department of Corrections, Division of Prisons, who operate either Class B Equipment under the Equipment Operator 3 list or Truck Driver 3 equipment under the Truck Driver 3 equipment list shall be compensated to the same salary range, on a step-for-step basis, as a Truck Driver 3 or Equipment Operator 3 classification, not to exceed 5 ranges. Correctional Sergeants who operate either Class B equipment under the Equipment Operator 3 list or Truck Driver 3 equipment under the Truck Driver 3 equipment list shall be compensated to the same salary range on a step-for-step basis as a Truck Driver 3 or Equipment Operator 3 classification, not to exceed 5 ranges. Entitlement to assignment pay under this reference shall be on an hour-for-hour basis for all hours operating the equipment. Operating equipment is defined as loading, unloading, maintaining and driving the equipment. (Eff. 9/92)

REFERENCE #24: Part A - Within the Department of Ecology, basic salary range plus four ranges to designated employees permanently assigned to the Emergency Spill Response Team. **Part B** - Within the Department of Ecology, \$300.00 for each assigned week of duty to designated employees not permanently assigned to the Emergency Spill Response Team. (Eff. 10/00)

REFERENCE #25: Basic salary plus two additional ranges for crime lab support staff performing evidence-handling activities. (Eff. 9/91)

REFERENCE #26: While driving fish-hauling trucks off station to transport fish or to deliver truck for authorized maintenance, the employee shall advance to the same letter step in the range for: Truck Driver 1 for trucks rated at or exceeding 22,000 pounds G.V.W., (or a 3/4 ton truck or 1 ton truck or larger in combination with a trailer/tank at or exceeding 22,000 pounds G.V.W.); Truck Driver 2, if the truck exceeds 28,000 pounds G.V.W. The advanced pay level shall be for a one-hour minimum and thereafter on an hour-for-hour basis for all hours for which the vehicle is assigned. (Eff. 1/91; Rev. 9/91)

REFERENCE #27: Assignment pay in the amount of three percent of the employee's current monthly salary shall be paid to designated forensic scientist of the Washington State Patrol assigned to either the Crime Scene Response Team and/or Statewide Incident Response Team. (Eff. 5/94; Rev. 6/98)

REFERENCE #30: Basic salary range plus two ranges shall be paid to Department of Revenue employees permanently assigned to the Computer Assisted Audit Program Unit and are responsible for the retrieval and analysis of electronic data in addition to the development of statistical sampling plans and the evaluations of results. (Eff. 3/01)

REFERENCE #31: For each day the employee is assigned specific duties performing exterior sandstone maintenance which requires the use of scaffolding or safety harnesses above the first floor. Basic salary plus two ranges. (Eff. 9/01)

REFERENCE #32: Within the Department of Corrections, for employees located at McNeil Island Corrections Center, who are fully trained and qualified, assignment pay will be paid when performing fuel oil transfer duties at the McNeil Island Oil Transfer Facility. Entitlement to assignment pay under this reference shall be on an hour-for-hour basis for all hours while actually performing all relevant fuel oil transfer duties. These duties include: maintenance of all tanks and affiliated systems, daily measurements of stock fuel levels, the transfer of fuel from bulk storage tanks to oil tankers, and relevant training. Basic salary range plus four ranges. (Eff. 9/01, Rev. 11/01)

REFERENCE #33: Basic salary range plus four ranges shall be paid to State Auditor's Office employees permanently assigned to the State Technology Audit Team or the Local Government Technology Audit Team and who are responsible for highly complex information technology audits and reviews conducted to determine the following: integrity, confidentiality, availability and audit ability of data; adequacy of internal controls; and comprehensive vulnerability assessment. Employees in these positions make recommendations to address the identified risks and provide consultation regarding systems under development. (Eff. 7/02)

REFERENCE #34: Basic salary range plus four ranges shall be paid to Washington Military Department employees that are qualified and required to carry a firearm while on duty. (Eff. 7/02)

REFERENCE #35: Basic salary plus two ranges for each day that an eligible employee is assigned the role of the Presiding Steward for the Washington Horse Racing Commission. (Eff. 9/03)

Note: The current Racing Steward incumbents' have Y-rated salaries. These employees will not be eligible to receive this assignment pay as long as their Y-rated salaries exceed the base salary of the Racing Steward plus two ranges.

REFERENCE #36: Basic salary range plus four ranges while performing back flow valve testing. (Eff. 5/03)

Standby Pay Rates

When must an employee receive standby pay?

1. **Overtime-eligible** employees who are required to restrict their off-duty activities in order to be immediately available for duty must be compensated for time spent in standby status. **Overtime-exempt** employees are not eligible for standby pay unless the employer determines otherwise.
2. Compensation under the provisions of this section must be in accordance with the employer's policy, as approved by the director, for the following individuals:
 - a. Employees dispatched to emergency response duty under an incident command system as defined in **RCW 38.52.010**; and
 - b. Employees of the department of corrections who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents.

What is the rate of compensation for standby pay?

The rate of standby pay is 7% of an employee's base hourly rate. The **director** may approve exceptions to standby rates based upon business requirements.

Note: Standby Pay Rates vary by Higher Education Institution. Please contact the individual institution for information regarding specific standby pay rate(s) and application(s).

Shift Premium Rates

Shift Premium Description

When must an employee receive shift premium?

1. Shift premium at the rate specified in the compensation plan must be paid when:
 - a. An employee is scheduled to work a shift in which the majority of hours worked daily or weekly are between 6:00 p.m. and 6:00 a.m.; or
 - b. An employee is scheduled to work a shift which is split with a minimum of four intervening hours not worked.
2. Shift premium must be paid for the entire daily or weekly shift that qualifies under subsection (1) of this section. Additionally, these employees are entitled to shift premium for all hours that the employees work adjoining that evening or night shift.
3. Shift premium may be paid at a monthly rate as specified in the compensation plan for full time employees regularly assigned to a qualifying shift.
4. An employee assigned to a shift that qualifies for shift premium pay must receive the same shift premium for authorized periods of paid leave and holidays and for up to five days of a temporary assignment to a shift that does not qualify. Continued payment of shift premium for a temporary assignment exceeding five days is at the discretion of the employer.
5. Compensation under the provisions of this section must be in accordance with the employer's policy, as approved by the director, for the following individuals:
 - a. Employees dispatched to emergency response duty under an incident command system as defined in **RCW 38.52.010**; and
 - b. Employees of the department of corrections who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents.
6. Exceptions to shift premium provisions may be approved by the **director**.
7. For higher education employers, shift premium must not apply to police and fire officers where **special pay salaries** are correlated with a rotating shift in accordance with local practice.
8. Employees may waive shift premium.

What general government positions must be paid supplemental shift premium?

1. Basic shift **premium** must be paid in accordance with WAC **357-28-190**.
2. Supplemental shift premium, as specified in the compensation plan, must be paid for positions in general government that require licensure as a registered nurse.

Shift Premium Rates

General government and Non-Registered Nurses: \$.50 an hour for evening and night shifts.

Registered Nurses – Basic: Registered nurses and related job classes requiring licensure as a registered nurse, licensed practical nurse, mental health practical nurse and psychiatric security nurse shall receive a \$1.50 an hour shift differential.

Supplemental Shift Premium for Nurses: For the classes of registered nurse and related job classes requiring a licensure as a registered nurse, supplemental shift premium shall be paid in the amounts and under the following conditions:

- \$1.00 an hour during any hours worked while on paid leave from Friday midnight to Sunday midnight.
- \$3.00 an hour during any hours worked or while on paid leave from Friday midnight to Sunday midnight.
- Supplemental shift premiums are payable regardless of employment status and/or whether the work was prescheduled.
- Supplemental shift premiums are not payable during hours other than those specified.

Please note that shift premium rates may vary by higher education institution. Please contact the individual institution for information regarding shift premium rates.

Exchange Time

Exchange Time is time off with pay in recognition of extraordinary/excessive time worked over an extended period or for work on a scheduled day off when required by the employer. Exchange Time is only available to overtime-exempt employees and carries no entitlement. There is no requirement for employers to offer Exchange Time and policy provisions are generally discretionary.

Employers developing formal Exchange Time policies are encouraged to consider the following points in the development of their specific policy language.

- Exchange Time applies only to overtime-exempt employees (OEX).
- Exchange Time for overtime-exempt employees who are represented employees is covered under their specific labor agreement.
- OEX employees are paid a salary to perform assigned job responsibilities. It is common for OEX employees to work additional hours at their discretion during a workday/workweek. Often this additional time worked may be offset by employees during the workweek with their managers/supervisors approval.
- Policy language should not convey an automatic entitlement. Earning exchange time on an hour for hour basis conveys entitlement and should be avoided.
- Employers should identify specific qualifying circumstances/expectations for earning and taking of exchange time.
- Exchange time may be accrued to a limit determined by each employer, not to exceed 174 hours (480 hours for law enforcement).
- Formal Exchange Time policies should be well communicated and understood by management and employees.
- Exchange Time earned, but not taken, may not be paid out in cash if an employee terminates state employment or leaves the position. Employers may allow earned exchange time be taken prior to an employee leaving the position.
- Exchange Time is considered paid time off but not time worked.
- Exchange Time should be used as soon as possible after being earned and prior to an employee using vacation or sick leave.
- The employer retains broad discretion in the development and use of Exchange Time.
- The term 'Exchange Time' carries with it only the terms or provisions identified by an employer's formal policy. It is not to be called or regarded as "Compensatory Time" which is a separate and entitled pay practice most commonly applied to overtime-eligible employees.
- Reinstatement of earned Exchange Time may be offered to employees who have been separated from state service for a period of three years or less.
- The employer's policy should spell out how accrued Exchange Time will be treated upon an employee's transfer to another employer or within the same employer.

Work Period Designations and Descriptions and- FLSA Exemption Criteria

Work Period Designations and Descriptions

Work Period Designations (WPD) identify an employee's eligibility to receive additional pay for overtime worked. For more information, consult the applicable [labor agreement](#) if the position is represented.

Non-Represented Employees

Overtime-Eligible

Positions determined to be covered under the mandatory overtime provisions of the Fair Labor Standards Act. Overtime-eligible employees earn overtime pay for all hours worked over 40 hours in a workweek. All hours worked by an employee and time-off for holidays, qualify towards the 40 hour workweek threshold. Time-off with pay including vacation, sick, personal holiday and recognition leave, do not qualify.

Overtime-Exempt

Positions determined to be exempt from the mandatory overtime provisions of the Fair Labor Standards Act.

Represented Employees

Employers and employees should review collective bargaining agreements for specific requirements concerning work period designations and overtime eligibility.

Overtime-Eligible

Positions determined to be covered under the mandatory overtime provisions of the Fair Labor Standards Act. All hours in pay status count towards the overtime threshold for each specific work period designation. Applicable work period designations include:

- Non-Scheduled – Employees earn overtime for all hours worked in a workweek.
- Scheduled – Employees earn overtime for all hours worked outside their work schedule.
- Shift – Employees earn overtime for all hours worked in excess of their work shift.
- Engineering – Employees earn overtime for all hours worked (in pay status) over 40 hours in a workweek. An employer, with the prior notice, may adjust an employee's work schedule, without penalty, during the hours between 6:00a.m. and 6:00p.m.

Overtime Exempt

Positions determined to be exempt from the mandatory overtime provisions of the Fair Labor Standards Act.

FLSA Exemption Criteria (Applied to both Non-Represented and Represented Positions)

Two tests must be met in order to assign a position to the Work Period Designation (WPD) status of overtime-exempt. These tests are the duties test and the salary basis test. Determining whether a position meets the criteria of these exemption tests is difficult and requires experience both in the interpretation of the exemption language and an understanding of how the Department of Labor and the courts have ruled on the application of these tests to specific circumstances. Changes to an employee's WPD can have significant impact beyond the specific position being reviewed. Employers should approach changes to an employee's WPD cautiously and utilize all resources available or required when determining a position's WPD status.

In addition to the summary information provided, Department of Personnel (DOP) has a more detailed presentation resource entitled "Navigating, Understanding and Complying with the Fair Labor Standards Act" on its website at http://hr.dop.wa.gov/training/washington_works.htm#Tools. For represented employees, employers should also review the applicable [labor agreement](#) as well as consult with the DOP's Labor Relations Office on changes being considered to an employee's WPD.

1) Duties Test Exemption Criteria

The duties test focuses on the work actually being performed by the employee as identified in their classification questionnaire. Experience and knowledge of the interpretations of this language is important when conducting an exemption review.

Executive

- Customarily/regularly supervises two or more employees
- Manages an established and recognizable organization
- Regularly exercises discretion in performance of duties
- Possesses **effective** recommendation to hire, fire or discipline
- Spends over 50% of time performing management/supervisory work as primary duty
- Paid at least \$455/week
- Types of positions include supervisors, managers, directors, and other management officials who meet criteria listed above

Professional (Learned and Creative Knowledge)

- Advanced learning - **prolonged** course of specialized, intellectual instruction
- Original, inventive, creative work
- Talented work in a recognized field of artistic endeavor
- Teaching
- Specialized knowledge in computer field
- Independent judgment and discretion; responsibilities beyond "entry level" work
- Work is predominately intellectual and varied in character
- Spends over 50% of time performing professional work
- Paid at least \$455/week

- Types of positions include junior/senior level engineering, scientists, architects, lawyers, doctors, artists, actors, professional athletes, etc.

Administrative

- Primary duties:
 - Non-manual/office work **directly related** and of **substantial importance** to management policies/general business operations or customers/clients.
 - Academic instruction
 - Administration related to academic instruction
- Discretion and independent judgment regularly exercised with recognizable impact
- Tasks are not predominantly **production oriented** business mission type work.
- Works under general supervision.
- Spends over 50% of time performing qualifying administrative work.
- Paid at least \$455/week.
- Types of jobs: experienced senior level, professional in the fields of finance, accounting, personnel, purchasing, etc.

Computer (One or More to Qualify)

- Application of systems analysis techniques and procedures;
- Design, development, documentation of computer systems or programs;
- Design, documentation, testing, creation or modification of programs; or
- A combination of these duties.

Law Enforcement

- Uniformed or plain clothes member of an authorized law enforcement agency and;
- Empowered by statute to enforce laws, protect life and property and;
- Authority to carry/use a firearm with power to arrest and;
- Participate in a special course of instruction or physical/preparation/instruction and study.

Other Exemption Categories

State employers may use several other exemption types in a limited application. These categories include agriculture, sales, recreation, etc. and are usually specific to a single employer.

Focus on Key Criteria

- Independent judgment and discretion
- Substantive impact on management policy

Appraising Independent Judgment and Discretion

- How many different matters must the employee weigh in reaching a decision?
- Does the employee have a relatively narrow range of possible responses to a problem or does the employee have a broad range of possible responses?

- Are the responses to a problem organized in an incremental fashion or are they mutual exclusive courses of conduct?
- Does the individual solve discrete problems or does the individual establish procedures by which to guide the conduct of the business?
- Does the individual actually resolve problems as they arise, recommend how the problem should be resolved, or merely mark them for review by someone else?
- If the individual's responsibility is to make recommendations:
 - What proportion of the recommendations are accepted?
 - How much independent investigation of the recommendations is there?
 - How many other individuals have some input into the same decision?
 - What if the relative authority of the individuals who have input into the decision-making process?

Appraising Substantive Impact on Management Policy

- What is the employees' role and responsibility in policy determinations?
 - Directly accountable,
 - Effectively recommends,
 - Interprets and/or takes action influencing only/administrating,
 - Administering/communicating.
- What level(s) of policy are impacted?
 - Inter-agency or agency level,
 - Implementing policies,
 - Procedures/guidelines.
- What is the impact of policy on the agency?
 - Agency mission and constituents
 - Inter-agency business
 - Work processes
 - People

2) Salary Basis Test

The Salary Basis Test focuses on the approach and application of pay and pay practices for employees. In order to retain their exemption, employees must be paid on a salary basis. Employees must be paid the minimum qualifying wage of at least \$455/week (covers all exemption types).

- Pay reductions for quality/quantity of work performed (exceptions noted) may only be made in full workweek increments.
- Authorized pay reductions must be in **full** day increments. These include:
 - FMLA
 - New Hire (Mid-Week)
 - Personal Business

- Absence for Being Sick
- Gross Violation of Safety Rules
- Reduction of employee's leave balance in increments of less than one day allowed.
- Permanent pay reduction okay if employee is (legitimately) reallocated downward.
- Part-time employees may retain their overtime-exempt status if:
 - Paid a minimum of \$455/week (No prorating), **and**
 - Their pay does not change based on the hours actually worked.
- Pay practices should not convey strict entitlement.
- Pay practices are also important to exemption determinations. Employer pay practices with respect to overtime-exempt employees should focus on these points
 - **“Opportunity to”** versus **“entitled to receive.”**
 - Recognition and Payment of Additional Compensation. Both monetary and time off with pay are okay – be careful not to create entitlements, or unreasonable expectations for additional pay.
 - Employers may authorize standby, callback, assignment pay and shift differential “premiums” for overtime-exempt employees. However, if provided, these practices should be based on WAC rules, labor contract language, equity, business need or alignment with accepted practices within the position's field or industry and should **not** be used as a means to supplement an employee's base salary.
 - Failure to comply with these tests may result in the loss of a position's/employee's overtime-exempt status creating the potential for an overtime back-pay liability.

APPENDIX

GENERAL GOVERNMENT & HIGHER EDUCATION

DESCRIPTION OF JOB CATEGORIES – EQUAL EMPLOYMENT OPPORTUNITY
(EEO) CODES

WASHINGTON ADMINISTRATIVE CODE (WAC)

(CHAPTER 357-28) COMPENSATION

(CHAPTER 357-58) WASHINGTON MANAGEMENT SERVICE

GENERAL GOVERNMENT (EE0-4)

DESCRIPTION OF JOB CATEGORIES

A. Officials and Administrators:

Occupations in which employees set broad policies, exercise overall responsibility for execution of operations, or provide specialized consultation on a regional, district or area basis. Includes: Department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, examiners, wardens, superintendents, sheriffs, police and fire chiefs and inspectors and kindred workers.

B. Professionals:

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants and kindred worker

C. Technicians:

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on- the- job training. Includes: Computer programmers and operators, drafters, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

D. Protective Service Workers:

Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, and kindred workers

E. Paraprofessionals:

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and /or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: Library assistants, research assistants, medical aids, child support workers, police auxiliary, welfare services aides, recreation assistants, homemakers aids, home health aides and kindred workers.

F. **Office and clerical:**

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes: Bookkeepers, messengers, office machine operators, clerk typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

G. **Skilled Craft Workers:**

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: Mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters and kindred workers.

H. **Service Maintenance:**

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds or public property. Workers in this group may operate machinery. Includes: Chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, and kindred workers.

HIGHER EDUCATION (EEO-6)

DESCRIPTIONS OF JOB CATEGORIES

1. Executive, Administrative and Managerial

Include all persons whose assignments require primary (and major) responsibility for management of the institution or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment and to direct the work of others. Report in this category all officers holding such as President, Vice President, Dean, Director, or the equivalents, as well as officers subordinate to any of these administrators with such titles as Associate Dean, Assistant Dean, executive officers of academic departments (chairmen, heads, or the equivalent) if their principal activity is administrative.

Note: Supervisory personnel of the technical, clerical, craft, and service/maintenance force will be reported within the specific categories.

2. Faculty:

Include all persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any one of these academic ranks. Report in this category Deans, Directors, or the equivalent, as well as Associate Deans, Assistant Deans, and executive officers of academic departments (chairmen, heads, or the equivalent) if their principal activity is instructional. Do not include student teaching or research assistants.

3. Professional Non Faculty:

Include in this category persons whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Include would be all staff members with assignments requiring specialized professional training who should not be reported under Activity1(executive) or Activity2 (faculty), and who should not be classified under any of the four "non professional" categories of activities.

4. Clerical and Secretarial:

Include all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information and other paper work required in an office, such as book keepers, stenographers, clerk typist, office machine operators, statistical clerks, payroll clerks, etc. Include also sales clerks such as those employed full time in the bookstore, and library clerks who are not recognized as librarians.

5. Technical and Paraprofessionals:

Include all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many 2-year technical institutes, junior colleges or through equivalent on the job training. Include computer programmers and operators, draftsmen, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic-physical sciences) and similar occupations not properly classifiable in other occupational-activity categories but which are institutionally defined as technical assignments. Include persons who perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept.

6. Skilled Crafts:

Include all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Include mechanics and repairmen, electricians, stationary engineers, skilled machinists, carpenters, compositors and type-setters.

7. Service/Maintenance:

Include persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities or grounds of the institutional property. Include chauffeurs, laundry and dry cleaning operatives, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers, and security personnel.

Chapter 357-28 WAC - Compensation

WAC 357-28-010 Who adopts the compensation plan?

The [director](#) must adopt the compensation plan.

WAC 357-28-015 How is the compensation plan prepared and revised?

The compensation plan is prepared and revised, as needed, in consultation with employers, employee organizations, and other interested parties. The director must hold open, public hearings before adopting or revising the plan. The director must give twenty (20) calendar days notice of the public hearing.

WAC 357-28-020 What must the compensation plan include?

The compensation plan must include:

1. A general salary schedule including minimum and maximum amounts for each [salary range](#) assigned to a class;
2. Special salary schedules including the minimum and maximum amounts for each [special pay range](#) assigned to a class or position;
3. Assignment pay [premiums](#), shift premiums, and standby pay rates as determined by the director; and
4. Definitions and application of [overtime eligibility](#) designations.

WAC 357-28-025 Can the director adopt [special pay salary ranges](#)?

The director may adopt special pay salary ranges for positions based upon pay practices found in private industry or other governmental units. This includes special pay salary ranges and/or compensation practices for higher education institutions and related higher education boards as authorized in [RCW 41.06.133](#). The [classes](#) or positions assigned special pay ranges and the associated special salary schedule must be specified in the [compensation plan](#).

WAC 357-28-030 Must employers have a salary determination policy?

Employers must develop a written salary determination policy that is subject to the director's approval.

WAC 357-28-035 What must be addressed in the employer's salary determination policy?

The employer's salary determination policy must minimally address the following:

1. Setting base salary for new employees;
2. Increasing base salary in accordance with [WAC 357-28-110](#) when an employee promotes to a position in a new class;
3. Increasing base salary in accordance with [WAC 357-28-110](#) when an employee promotes to a permanent position while in a nonpermanent appointment;
4. Setting base salary in accordance with [WAC 357-28-140](#) when an employee transfers to a new position;
5. Setting base salary when an employee accepts a layoff option, is appointed from an internal or statewide layoff list, or is reallocated to a position with a lower range and the employee's previous base salary is not within the salary range of the new position;
6. Setting base salary when an employee demotes for reasons other than accepting a demotion in lieu of layoff or accepting a demotion when a position is reallocated;
7. Setting base salary when an employee is reverted following a voluntary demotion; and
8. Authorizing premiums for recruitment and retention as provided in WAC [357-28-095](#) and [357-28-100](#).

WAC 357-28-040 Can an employee's [base salary](#) be set above the maximum of the salary range?

An employee's base salary may be set above the maximum of the salary range assigned to the position's class when allowed under any provisions of Title 357 WAC or when approved by the director.

WAC 357-28-045 How is part-time employment compensated?

Part-time employment must be compensated on the basis of the ratio of hours worked to those worked in a full-time appointment unless otherwise adjusted per [special pay](#) and/or assignment pay provisions.

WAC 357-28-050 What is the periodic increment date (PID)?

The periodic increment date is the date upon which an employee is scheduled to receive an increment increase by moving to a higher salary step within the salary range for his/her current class.

WAC 357-28-055 How is the periodic increment date determined?

1. For an employee appointed to a position before July 1, 2005, the employee's periodic increment date as of June 30, 2005 is retained.
2. For an employee appointed to a position on or after July 1, 2005 whose base salary is set at the minimum of the salary range, the periodic increment date is six (6) months from the date of appointment.
3. For an employee appointed to a position on or after July 1, 2005 whose base salary is set above the minimum but below the maximum of the salary range, the periodic increment date is twelve (12) months from date of appointment.
4. Once an employee's periodic increment date is set, it remains the same unless:
 - a. The periodic increment date is advanced or postponed in accordance with WAC [357-28-070](#) or WAC [357-28-075](#); or
 - b. The employee is appointed to another position with a different salary range maximum. Upon subsequent appointment, the provisions of subsection (2) and (3) of this section apply.

WAC 357-28-060 When does an employee receive an increment increase?

Unless adjusted under the provisions of WAC [357-28-070](#) or WAC [357-28-075](#), an employee must receive a two (2) step increase to base salary on the [periodic increment date](#). Increment increases continue until the employee reaches the top step of the salary range.

WAC 357-28-065 What are the effective dates of increment increases?

For purposes of payment of increment increases, the effective date is determined as follows:

1. For general government employers, the increase is effective on the periodic increment date.
2. For higher education employers, the increases are effective:
 - a. The first of the current month for actions occurring between the first and the fifteenth of the month; or
 - b. The first of the following month for actions occurring between the sixteenth and the end of the month.

WAC 357-28-070 Can an employer adjust the timing and amount of increment increases?

Employers may adjust the timing and/or amount of regularly scheduled increment increases stated in WAC [357-28-060](#) by resetting the periodic increment date based on the nature of the work or training requirements. This may apply to all employees, employees in specific positions, all employees allocated to a class, or all employees in an organizational unit. This may happen as long as

employees receive minimally an increase of two (2) steps annually until their salary reaches the top step of the salary range.

WAC 357-28-075 Can an employer accelerate or defer increment increases based on performance?

Employers who have received performance management confirmation from the director may in accordance with the employer's policy on performance-based increments :

1. Accelerate the timing and amount of regularly scheduled increment increases stated in WAC [357-28-060](#) by advancing the periodic increment date for individual employees. This may only happen if employees receive an increase of at least two (2) steps every (12) months from the periodic increment date until their salary reaches the top step of the salary range. When the periodic increment date is advanced, the employee has a new periodic increment date.
2. Defer scheduled increment increases by postponing the periodic increment date for individual employees whose performance is less than satisfactory. When the periodic increment date is postponed to a future date, the employee has a new periodic increment date.

WAC 357-28-080 How does an employee allocated to a class with a [special pay](#) salary range progress through the range?

Unless adjusted under WAC [357-28-070](#) or WAC [357-28-075](#), employees allocated to a class with a special pay salary range must progress through the special pay salary range as defined in the compensation plan.

WAC 357-28-090 Can an employer adjust an employee's [base salary](#) within the employee's current salary range for recruitment, retention, or other business related reasons?

The employer may adjust an employee's base salary within the salary range to address issues that are related to recruitment, retention or other business related reasons, such as equity, alignment, or competitive market conditions.

WAC 357-28-095 Can an employer authorize additional pay to support recruitment and/or retention of a position?

1. Employers may authorize additional pay to support the recruitment or retention of the incumbent or candidate for a **specific position**. At the employer's discretion, up to a fifteen percent (15%) premium may be added to the employee's base salary, or paid on a lump sum basis as described in subsection (2). An employee may not receive more than fifteen percent (15%) of his/her annual base salary over a twelve (12) month period under the provisions of this section.

2. In advance of authorizing a lump sum recruitment or retention payment, employers must establish express conditions in writing for the payment. The conditions must include a specified period of employment or continued employment. Any lump sum payment under this section must only be made after services have been rendered in accordance with conditions established by the employer and become part of the incumbent's annual compensation for work performed prior to receipt of any funds.
3. Any additional pay granted under this section is a [premium](#) that is not part of [base salary](#). The premium is to be used only as long as the circumstances it is based on are in effect.

WAC 357-28-100 When must an employer receive [director](#) approval to authorize additional pay to support recruitment or retention of an incumbent or candidate for a position?

1. Director approval is required for employers to authorize:
 - a. Premiums exceeding fifteen percent (15%) under the provisions of WAC [357-28-095](#); and
 - b. Additional pay to support the recruitment and/or retention of **like** [positions](#) at a specific work location.
2. In advance of authorizing a director-approved lump sum recruitment or retention payment, employers must establish express conditions in writing for the payment. The conditions must include a specified period of employment or continued employment. Any lump sum payment under this section must only be made after services have been rendered in accordance with conditions established by the employer and become part of the incumbent's annual compensation for work performed prior to receipt of any funds.
3. Additional pay granted under this section is a [premium](#) that is not part of base salary. The premium is to be used only as long as the circumstances it is based on are in effect.

WAC 357-28-110 Must an employee who is promoted to a position in a class with a higher salary range receive a salary increase?

An employee who is promoted to a position in a class with a higher salary range must receive a minimum increase of two steps not to exceed the top step of the salary range. The employer may grant higher increases if:

1. Significant increases in duties and responsibilities, as documented by the employer, warrant greater compensation,
2. The increase is necessary for internal salary alignment, retention of the employee, or other documented business needs, or
3. The increase is necessary to bring the employee to the minimum of the salary range for the position.

WAC 357-28-115 Must an employee occupying a position that is [reallocated](#) to a [class](#) with a higher [salary range](#) receive a salary increase?

An employee occupying a position that is reallocated to a class with a higher salary range must receive at least two steps not to exceed the top step of the salary range in accordance with WAC [357-28-110](#).

WAC 357-28-120 What is the [base salary](#) of an employee occupying a position that is [reallocated](#) to a class with the same or lower salary range?

An employee occupying a position that is reallocated to a class with the same or lower salary range must be placed within the new salary range at an amount equal to his/her previous base salary. If the previous base salary exceeds the new salary range, the employee's base salary must be set equal to the maximum of the salary range for the reallocated position. The employee's base salary may be set higher than the range maximum, but not exceeding the previous base salary, if allowed by the employer's salary determination policy.

WAC 357-28-125 How is an employee's base salary affected when the employee's position is allocated to a new class as a result of the [director](#) taking action to implement the new classification plan as required by [RCW 41.06.136](#)?

When an employee's position is reallocated to a new class as a result of the director taking action to implement the new classification plan as required by [RCW 41.06.136](#), the employee retains his/her previous base salary and periodic increment date upon reallocation unless the employee's previous base salary is less than the minimum step of the salary range assigned to the new class. In that case, the employee's base salary is the minimum step of the salary range assigned the new class and the periodic increment date is six months from the effective date of reallocation.

WAC 357-28-130 How is an employee's base salary determined if the director creates, abolishes, or revises a class after the initial implementation of the classification plan?

When reallocation is necessary because the [director](#) creates, abolishes, or revises a [class](#) after the initial implementation of the classification plan, an employee's [base salary](#) is determined as follows:

1. An employee occupying a position reallocated to a class with the same or lower salary range must be paid an amount equal to his/her previous base salary.
2. An employee occupying a position reallocated to a class with a higher salary range must have his/her base salary set in accordance with the salary provisions established by the director.

WAC 357-28-135 How is an employee's salary determined when the employee is appointed to a position due to a layoff action?

The [base salary](#) of an employee appointed to a position due to a layoff action must be determined as follows:

1. An employee who accepts a layoff option to a different position with the same salary range keeps the same base salary.
2. An employee who accepts a [demotion](#) in lieu of layoff or accepts a layoff option to a position with a lower salary range maximum must be placed within the new range at a salary equal to the employee's previous base salary. If the previous base salary exceeds the new range, the employee's base salary must be set equal to the new range maximum. The employee's base salary may be set higher than the range maximum, but not exceeding the previous base salary, if allowed by the employer's salary determination policy.
3. An employee who is appointed from an internal or statewide layoff [list](#) to a position with the same range as the position from which the employee was laid off must be placed within the range at a salary equal to the employee's previous base salary.
4. An employee who is appointed from an internal or statewide layoff list to a position with a lower range maximum than the position from which the employee was laid off must have the salary determined by the employer's salary determination policy.

WAC 357-28-140 How is an employee's salary determined upon [transfer](#)?

Upon transfer, an employee's base salary is determined by the employer's salary determination policy.

WAC 357-28-145 How is an employee's salary determined upon [reassignment](#)?

Upon reassignment, an employee keeps the same base salary.

WAC 357-28-150 How is an employee's salary determined upon [reversion](#)?

When an employee is being reverted following a [promotion](#) or [transfer](#), the employee's base salary is set at the step the employee would be at if he/she had not left the position.

When an employee is being [reverted](#) following a voluntary [demotion](#), the employee's base salary must be determined in accordance with the employer's salary determination policy.

WAC 357-28-155 How is an employee's salary determined upon [demotion](#)?

1. The base salary of an employee who accepts a demotion in lieu of layoff must be set in accordance with WAC [357-28-135](#).

2. An employee demoted for any other reason must be paid within the salary range of the class to which the position is allocated. The employee's base salary must be determined in accordance with the employer's salary determination policy.

WAC 357-28-160 How is an employee's salary determined upon [elevation](#)?

Upon elevation following demotion, an employee's salary must be determined in the same manner that is provided for [promotion](#) in WAC [357-28-110](#).

WAC 357-28-165 When an exempt position is converted to classified, how is the base salary of the incumbent determined?

If an exempt position is converted to classified status under the provisions of WAC [357-19-225](#), the [base salary](#) of the incumbent must not be less than the exempt salary at the time of conversion. If the employee's salary at the time of conversion exceeds the maximum of the salary range, the employee's base salary must be set outside the range in accordance with WAC [357-28-040](#).

WAC 357-28-175 What is assignment pay?

Assignment pay is a [premium](#) added to base salary to recognize specialized skills, assigned duties, and/or unique circumstances that exceed the ordinary. Assignment pay is intended to be used only as long as the skills, duties, or circumstances it is based on are in effect.

WAC 357-28-180 When may employers authorize assignment pay?

Employers may authorize assignment pay to a position when the [director](#) has approved the assignment pay for a specific skill, duty, or unique circumstance and the employer determines that the position qualifies for the [premium](#). Approved assignment pay designations must be listed in the compensation plan.

WAC 357-28-185 What is the requirement for employers to compensate employees for being called back to work?

1. If an [overtime-eligible](#) employee has finished the work shift and has left the worksite or is in paid leave status and is called to return to work outside of regularly scheduled hours to handle emergency situations which could not be anticipated, a minimum of two hours' pay must be guaranteed. The minimum of two hours of pay and any hours worked in excess of two hours must be compensated in accordance with WAC [357-28-255](#) if applicable.
2. An employee on standby status called to return to work does not qualify for call back pay.
3. The appointing authority may cancel a call back notification to work extra hours at any time, but cancellation must not waive the guarantee of two hours of call back pay.

4. [Overtime-exempt](#) employees and employees assigned to the law enforcement overtime eligibility designation are not paid for being called back to work unless the employer authorizes payment.
5. Compensation under the provisions of this section must be in accordance with the employer's policy, as approved by the [director](#), for the following individuals:
 - a. Employees dispatched to emergency response duty under an incident command system as defined in [RCW 38.52.010](#); and
 - b. Employees of the department of corrections who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents.

WAC 357-28-190 When must an employee receive shift [premium](#)?

- 1) Shift premium at the rate specified in the compensation plan must be paid when:
 - a. An employee is scheduled to work a shift in which the majority of hours worked daily or weekly are between 6:00 p.m. and 6:00 a.m.; or
 - b. An employee is scheduled to work a shift which is split with a minimum of four intervening hours not worked.
- 2) Shift premium must be paid for the entire daily or weekly shift that qualifies under subsection (1) of this section. Additionally, these employees are entitled to shift premium for all hours that the employees work adjoining that evening or night shift.
- 3) Shift premium may be paid at a monthly rate as specified in the compensation plan for full time employees regularly assigned to a qualifying shift.
- 4) An employee assigned to a shift that qualifies for shift premium pay must receive the same shift premium for authorized periods of paid leave and holidays and for up to five days of a temporary assignment to a shift that does not qualify. Continued payment of shift premium for a temporary assignment exceeding five days is at the discretion of the employer.
- 5) Compensation under the provisions of this section must be in accordance with the employer's policy, as approved by the director, for the following individuals:
- 6) Employees dispatched to emergency response duty under an incident command system as defined in [RCW 38.52.010](#); and
 - a. Employees of the department of corrections who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents.
- 7) Exceptions to shift premium provisions may be approved by the [director](#).
- 8) For higher education employers, shift premium must not apply to police and fire officers where [special pay salaries](#) are correlated with a rotating shift in accordance with local practice.
- 9) Employees may waive shift premium.

WAC 357-28-195 What general government positions must be paid supplemental shift premium?

1. Basic shift [premium](#) must be paid in accordance with WAC [357-28-190](#).

2. Supplemental shift premium, as specified in the compensation plan, must be paid for positions in general government that require licensure as a registered nurse.

WAC 357-28-200 When must an employee receive holiday premium pay?

1. [Overtime-eligible](#) employees who are directed to work on a designated holiday as listed in chapter [357-31](#) WAC, must receive their regular rate of pay for the holiday. In addition, employees must receive [premium](#) pay at the overtime rate for all hours worked on the holiday. The employer may offer compensatory time off in lieu of monetary payment.
2. [Overtime-exempt](#) employees do not qualify for holiday premium pay unless the employer determines otherwise.
3. Compensation under the provisions of this section must be in accordance with the employer's policy, as approved by the director, for the following individuals:
 - a. Employees dispatched to emergency response duty under an incident command system as defined in [RCW 38.52.010](#); and
 - b. Employees of the department of corrections who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents.

WAC 357-28-205 When must an employee receive standby pay?

1. [Overtime-eligible](#) employees required to restrict off-duty activities to be immediately available for duty must be compensated for time spent in standby status. [Overtime-exempt](#) employees are not eligible for standby pay unless the employer determines otherwise.
2. Compensation under the provisions of this section must be in accordance with the employer's policy, as approved by the director, for the following individuals:
 - a. Employees dispatched to emergency response duty under an incident command system as defined in [RCW 38.52.010](#); and
 - b. Employees of the department of corrections who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents.

WAC 357-28-210 What is the rate of compensation for standby pay?

The rate of standby compensation must be specified in the compensation plan. The [director](#) may approve exceptions to standby rates based upon business requirements.

WAC 357-28-220 How are hours of work established for employees?

Employers must establish hours of work and the workweek for all employees. Assignment of work hours outside of regularly scheduled shifts is allowed.

WAC 357-28-225 Are employers required to develop flexible time schedules?

Employers must develop one or more flex-time schedules unless the employer determines that such schedules would impede service to the public or impede the employer in accomplishing its mission. Flex-time schedules must contain fixed core hours of work. They must also contain starting or quitting times other than eight a.m. to five p.m.

WAC 357-28-230 Can an employer assign or reassign an employee to a flex-time schedule?

The employer may assign or reassign any employee or group of employees to a flex-time schedule under WAC [357-28-252](#).

WAC 357-28-235 Can an employee request assignment to a flex-time schedule?

Employees may request assignment to a flex-time schedule and the employer may grant or deny such assignment.

WAC 357-28-240 Must employers assign an overtime eligibility designation to each position?

Employers must assign each position to one of the overtime eligibility designations identified in the compensation plan.

WAC 357-28-245 Is approval required when a general government employer changes a position's overtime eligibility designation?

Approval from the [director](#) is required when a general government employer changes a position's overtime eligibility designation to [overtime-exempt](#) or law enforcement.

WAC 357-28-250 Must employers inform employees whether they are eligible to receive overtime compensation or not?

1. Employers must inform employees of whether or not their positions are eligible to receive overtime, including any subsequent change to their eligibility for overtime compensation.
2. When employees are dispatched to emergency response duty under an incident command system as defined in [RCW 38.52.010](#), employers must inform employees of any temporary eligibility to receive overtime compensation. Employees must be informed in accordance with the employer's policy as approved by the [director](#).

WAC 357-28-252 Under what conditions can the employer change an [overtime-eligible](#) employee's assigned hours?

For a position, the employer may make changes to an overtime-eligible employee's assigned hours under the following condition(s):

1. For temporary changes in work hours or shift for a period of thirty calendar days or less, the employer must provide two calendar days' notice to the employee. The day notification is given constitutes a day of notice. The employer may provide less than two calendar days' notice for the following reasons:
 - a. When there are emergency conditions as defined by the employer, including employees dispatched to emergency response duty under an incident command system as defined in [RCW 38.52.010](#), and employees of the department of corrections who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents;
 - b. When there is a lack of work or a safety hazard to the employee and/or others; or
 - c. When the change is requested by the employee and approved by the employing official.
2. For permanent changes in work hours or shift for a period exceeding thirty calendar days, the employer must provide seven calendar days' notice to the employee. The day notification is given constitutes a day of notice.
3. By mutual agreement, an individual employee and his/her supervisor may agree to a temporarily modified weekly schedule. Such scheduling is not considered a regular schedule and does not require advance notice.

WAC 357-28-255 What constitutes overtime for an [overtime-eligible](#) employee?

1. The following conditions constitute overtime for overtime-eligible employees:
 - a. Work in excess of forty hours in one workweek, except for law enforcement positions or hospital personnel assigned to a fourteen-day schedule.
 - i. For hospital personnel assigned to a fourteen-day schedule, work in excess of eight hours in any workday or eighty hours in a fourteen-day period constitutes overtime.
 - ii. For law enforcement positions, work in excess of the one hundred sixty hour, twenty-eight-day work period constitutes overtime.
 - b. Work on a holiday per [WAC 357-28-200](#).
 - c. For full-time employees, work on a scheduled day off when assigned by the employer.
2. All paid holidays during the employee's regular work schedule **are** considered time worked. Leave with pay during the employee's regular work schedule is **not** considered time worked for purposes of determining overtime eligibility.

3. When an [overtime-eligible](#) employee experiences a schedule change which causes an overlap in workweeks and requires work in excess of forty hours in either the previous or current workweek, the employee must receive overtime compensation.
4. Compensation under the provisions of this section must be in accordance with the employer's policy, as approved by the director, for the following individuals:
 - a. Employees dispatched to emergency response duty under an incident command system as defined in [RCW 38.52.010](#); and
 - b. Employees of the department of corrections and department of social and health services who are in charge of offenders assigned to assist in forest fire suppression and other emergency incidents.

WAC 357-28-260 At what rate must overtime be compensated?

Overtime worked by an [overtime-eligible](#) employee must be compensated at a rate of one and one-half times the employee's regular rate.

WAC 357-28-265 For the purpose of computing eligibility for overtime compensation, are holidays and leave with pay considered time worked?

For purposes of computing eligibility for overtime compensation, paid holidays during the employee's regular work schedule **are** considered time worked. Leave with pay during the employee's regular work schedule is **not** considered time worked.

WAC 357-28-275 When may compensatory time off be granted in lieu of pay?

An [overtime-eligible](#) employee must receive monetary payment as compensation for overtime worked. However, with an agreement between the employer and the employee, compensatory time off at one and one-half times the overtime hours worked may be granted in lieu of pay.

WAC 357-28-280 When may compensatory time off be used?

The use of compensatory time must be in accordance with chapter [357-31](#) WAC.

WAC 357-28-285 When must compensatory time be paid in cash?

1. The accumulation of unused compensatory time of any amount that exceeds two hundred forty hours (240), or four hundred eighty hours (480) for employees engaged in public safety or emergency response activity, must be paid in cash at the regular rate earned by the employee at the time the employee receives such payment.
2. Upon termination of employment, an employee must be paid for unused compensatory time in accordance with applicable state and federal law.

WAC 357-28-295 Who may provide performance recognition pay to employees?

The [director](#) or employers who have received [performance management confirmation](#) for decentralized compensation administration may authorize additional pay to individuals or groups of employees on a lump sum basis to recognize outstanding accomplishments or the achievement of pre-defined work goals by individual employees or units. Any additional pay granted under this section is a [premium](#) that is not part of base salary.

WAC 357-28-300 Is there a limit to the amount an employee can receive for performance recognition pay?

Over an annual period, performance recognition pay may not exceed fifteen percent (15%) of an employee's annual base salary unless approved by the [director](#).

WAC 357-28-310 When can an employee receive relocation compensation?

An agency director or higher education president may authorize a lump sum relocation payment, within existing resources, whenever:

1. It is reasonably necessary that a person make a domiciliary move in accepting a transfer or appointment; or
2. It is necessary to successfully recruit or retain a qualified candidate or employee who will have to make a domiciliary move in order to accept the position.

WAC 357-28-315 What would cause an employee to be required to pay back the relocation payment?

If the employee receiving the relocation payment terminates or causes termination with the state within one year of the date of the appointment or transfer, that employee may be required to pay back the lump sum payment. If the termination is a result of layoff, disability separation, or other good cause as determined by the agency director or higher education president, the employee will not have to pay back the relocation payment.

WAC 357-28-325 When will salary surveys be done?

Salary surveys must be undertaken in accordance with applicable portions of chapter [41.06 RCW](#).

Chapter 357-58 WAC -Washington Management Service

WAC 357-58-005 What is the key role and accountability for Washington Management Service employees in state government?

State managers have a crucial role in ensuring that the public receives needed government services in the most efficient and cost-effective manner possible. Managers must direct the development and implementation of policies and programs that achieve results. Managers must attract, develop, and retain a competent, productive workforce in order to successfully carry out state programs. Managers must build and sustain a workplace culture that focuses on performance and outcomes.

State managers are expected to personally commit to demonstrating excellent leadership [competencies](#) and achieving programmatic results. Also, it is essential that agency leaders hold their managers accountable for properly leading and managing their human resources – their [employees](#). This includes aligning the workforce with the organization's strategic plan; hiring the best qualified staff; creating a productive work environment; setting clear performance expectations; providing day-to-day feedback and support; developing staff [competencies](#); conducting regular performance evaluations; implementing timely and meaningful rewards; and, holding employees accountable for successful performance.

The efficiency and effectiveness with which government services are delivered to the citizens of Washington State depends largely on the quality and productivity of state employees. Each manager has the unique and critical responsibility to foster the building of a performance-based culture that will enable workforce success.

WAC 357-58-010 What is the purpose of the Washington Management Service (WMS) rules?

The purpose of chapter 357-58 WAC is to establish a system of personnel administration called the Washington Management Service ([WMS](#)) as authorized in RCW [41.06.500](#) . Chapter 357-58 comprehensively covers the personnel matters relating to WMS positions.

The WMS embodies the concepts of a performance management work environment that recognizes competency-based appointments and compensation.

WAC 357-58-015 Who is authorized to adopt rules for the WMS?

The [director](#) of the department of personnel adopts the [WMS](#) rules after consultation with state agencies.

WAC 357-58-020 What are the goals of the WMS rules?

In accordance with RCW [41.06.500](#), the [WMS](#) rules must adhere to the following goals:

1. Simplified classification system that facilitates movement of managers between agencies and promotes upward mobility;
2. Flexibility in setting and changing salaries and a compensation system that is consistent with RCW [41.06.500](#);
3. Performance appraisal system that emphasizes individual accountability; program results and efficient management of resources; effective planning, organization, and communication skills; valuing and managing workplace diversity; development of leadership and interpersonal abilities; and employee development;
4. Strengthened management training and career development programs that build critical management [competencies](#); focusing on managing and valuing workplace diversity; empowering employees by enabling them to share in workplace decision making, and to be innovative, willing to take risks, and able to accept and deal with change; promoting a workplace where the overall focus is on the recipient of the government services and how these services can be improved; and enhancing mobility and career advancement opportunities;
5. Flexibility in recruitment and hiring procedures that enable agencies to compete effectively with other employers, both public and private, for managers with appropriate position-based [competencies](#), leadership skills and training; allowing consideration of all qualified candidates for positions as managers; and achieving affirmative action goals and diversity in the workplace;
6. Provisions that managers may only be reduced, dismissed, suspended, or demoted for cause;
7. Facilitation of decentralized and regional administration; and
8. Ensuring that decisions are not based on patronage or political affiliation.

WAC 357-58-025 Are WMS employees included in the classified service and what rules apply to WMS employees and positions?

[WMS employees](#) are part of the classified service.

Chapter 357-58 WAC applies to classified employees and positions that meet the definition of manager in WAC [357-58-035](#).

WAC 357-58-030 Who determines if a position is included in the WMS?

Each agency identifies all positions that fit the definition of manager. Those identified positions are WMS positions.

WAC 357-58-035 What is the definition of a manager or managerial employee?

In accordance with RCW [41.06.022](#), a manager or managerial [employees](#) is defined as the incumbent of a position that:

1. Formulates state-wide policy or directs the work of an agency or agency subdivision;
2. Administers one or more state-wide policies or programs of an agency or agency subdivision;
3. Manages, administers, and controls a local branch office of an agency or an agency subdivision, including the physical, financial, or personnel resources;
4. Has substantial responsibility in personnel administration, legislative relations, public information, or the preparation and administration of budgets; and/or
5. Functions above the first level of supervision and exercises authority that is not merely routine or clerical in nature and requires the consistent use of independent judgment.

WAC 357-58-040 Are there any manager positions or managerial employees that are not included in the WMS?

Manager positions or managerial [employees](#) that are exempt from civil service and manager positions or managerial employees of institutions of higher education and related boards are not included in WMS or covered by chapter 357-58 WAC.

WAC 357-58-045 Who is covered by the WMS rules?

Chapter 357-58 WAC applies only to managers and does not apply to classified employees in the Washington general service.

WAC 357-58-050 What chapters of civil service rules apply to WMS positions?

Other chapters of the civil service rules do not apply to WMS positions or [employees](#) except for the chapters listed below. If a WMS issue is identified that the director of the department of personnel has not specifically addressed in the adoption of the WMS rules, the other civil service rules do not apply or take precedence in addressing the issue.

Except where specifically stated otherwise, the following chapters apply to positions or employees included in the WMS.

WAC [357-04](#) General Provisions

WAC [357-07](#) Public Records

WAC [357-22](#) Personnel Files

WAC [357-25](#) Affirmative Action Program

WAC [357-26](#) Reasonable Accommodation
WAC [357-31](#) Leave
WAC [357-34](#) Employee Training and Development
WAC [357-37](#) Performance Management
WAC [357-40](#) Discipline
WAC [357-43](#) Employee Business Units
WAC [357-52](#) Appeals
WAC [357-55](#) Combined Fund Drive

WAC 357-58-055 What civil service rules do not apply to WMS?

Except where specifically stated otherwise, the following WAC chapters do not apply to positions or [employees](#) included in the Washington management service:

WAC [357-01](#) Definitions
WAC [357-10](#) Personnel Resources Board Classification
WAC [357-13](#) Classification
WAC [357-16](#) Recruitment, Assessment, and Certification
WAC [357-19](#) Appointments and Reemployment
WAC [357-28](#) Compensation
WAC [357-46](#) Layoff and Separation
WAC [357-49](#) Director's Reviews

WAC 357-58-060 Do the WMS rules apply to all general government employers?

The [WMS](#) rules, Chapter 357-58 WAC, apply to all general government employers.

WAC 357-58-065 Definitions for WMS.

The following definitions apply to chapter 357-58 WAC:

1. **Competencies.**

Those measurable or observable knowledge, skills, abilities, and behaviors critical to success in a key job role or function.

2. **Dismissal.**

The termination of an individual's employment for disciplinary purposes.

3. **Employee.**

An individual working in the classified service. Employee business unit members are covered by chapter 357-43 WAC and defined in WAC 357-43-001.

4. **Evaluation points.**

Evaluation points are the points resulting from an evaluation of a position using the managerial job value assessment chart

5. Layoff unit.

A clearly identified structure within an employer's organization within which layoff options are determined in accordance with the employer's layoff procedure. Layoff units may be a series of progressively larger units within an employer's organization.

6. Management bands.

Management bands are a series of management levels included in the Washington management service. Placement in a band reflects the nature of management, decision-making environment and policy impact, and scope of management accountability and control assigned to the position.

7. Performance management confirmation.

Approval granted by the director of the department of personnel to an employer allowing the employer to link individual [employee's](#) performance to compensation or layoff decisions.

8. Premium.

Pay added to an [employee's](#) base salary on a contingent basis in recognition of special requirements, conditions, or circumstances associated with the job.

9. Reassignment.

A WMS reassignment is an employer-initiated movement of:

- a. A WMS [employee](#) from one position to a different position within WMS with the same salary standard and/or evaluation points; or
- b. A WMS position and its incumbent from one section, department, or geographical location to another section, department, or geographical location.

10. Review period.

The review period is a period of time that allows the employer an opportunity to ensure the WMS employee meets the requirements and performance standards of the position.

11. Salary standard.

Within a management band a salary standard is the maximum dollar amount assigned to a position in those agencies that use a salary standard in addition to, or in place of, evaluation points.

12. Separation.

Separation from state employment for non-disciplinary purposes.

13. Suspension.

An absence without pay for disciplinary purposes.

14. Transfer.

A WMS transfer is an employee-initiated movement from one position to a different position with the same salary standard and/or same evaluation points.

15. Washington general service (WGS).

Washington general service is the system of personnel administration that applies to classified employees or positions under the jurisdiction of chapter 41.06 RCW which do not meet the definition of manager found in RCW 41.06.022.

16. Washington management service (WMS).

Washington management service is the system of personnel administration that applies to classified managerial employees or positions under the jurisdiction of RCW 41.06.022 and 41.06.500.

WAC 357-58-070 What are the responsibilities of each agency for effectively managing and budgeting salaries for WMS positions?

Each agency has the overall responsibility for effectively managing and properly budgeting for salaries based on performance management and job-required competencies for its WMS positions.

WAC 357-58-075 What is the requirement for agencies to develop compensation policies?

Each agency must develop salary administration policies that are consistent with this chapter and guidelines established by the department for WMS positions.

WAC 357-58-080 How are positions assigned to the management bands?

Each agency must evaluate its WMS positions using a managerial job value assessment chart developed by the department of personnel. The number of points resulting from the evaluation determines the management band to which a position is assigned.

WAC 357-58-085 Can WMS salaries be set outside the minimum or maximum of an assigned management band?

Compensation for a WMS position may be set outside the minimum or maximum of the assigned management band when allowed under any provision of this chapter or when approved by the department of personnel.

WAC 357-58-090 For what reasons can an agency adjust a WMS salary?

Salary adjustments may be made under the following conditions:

Legislatively directed general and/or special increase;

Documented recruitment and/or retention problems as approved by the agency director or designee; and/or

Documented agency and/or state internal salary relationship problems, as approved by the agency director or designee.

WAC 357-58-095 May agencies provide progression increases for WMS employees?

Employers may grant progression adjustments to employees as follows:

1. In recognition of the employee's demonstrated growth and development; and/or
2. If the employer has received performance management confirmation, in recognition of the employee's sustained excellence.

WAC 357-58-100 Is there a limit for annual progression increases?

Progression increases initiated by the agency normally will not exceed a total of **twenty-five percent (25%)** during the tenure of an employee's appointment to a position as long as the position's duties are unchanged or would not evaluate higher if new duties were assigned.

WAC 357-58-105 When can exceptions to the progression increase limits be made?

Only the director of the department of personnel may grant requests for exception to the progression increase limit.

WAC 357-58-110 What is a promotion?

A promotion is one of the following:

The assignment of additional responsibilities, which results in higher evaluation points and/or a higher salary standard for the same position, or

Movement to a different position that has a higher salary standard and/or higher evaluation points.

WAC 357-58-115 What is a voluntary demotion and what changes may occur in salary?

A voluntary demotion is a voluntary movement by an employee to a position with lower evaluation points. Such movement may result in a salary decrease.

WAC 357-58-120 What is a disciplinary demotion and what changes may occur in salary?

Demotion for cause is a disciplinary demotion. A disciplinary demotion results in the:

Assignment of responsibilities which results in a lower salary standard and/or lower evaluation points for the same position or results in the position being placed in the WGS with a lower base salary, or

Movement to a different WMS position that has a lower salary standard and/or lower evaluation points or to WGS position with a lower base salary.

A disciplinary demotion may result in a salary decrease. Any salary decrease must comply with the salary basis test of the Fair Labor Standards Act.

WAC 357-58-125 What is an involuntary downward movement and how does that affect the salary?

An involuntary downward movement is based on a non-disciplinary reassignment of duties that results in a lower salary standard and/or lower evaluation points for an employee's current position.

Such downward movement will not decrease the employee's current salary. The employee's current salary will be retained until such time as the WMS management band maximum exceeds the employee's salary or the employee leaves the position.

WAC 357-58-130 Do salary increases greater than five percent (5%) for a group of employees need approval?

Salary changes greater than five percent (5%) proposed for any group of employees must be reviewed and approved by the director of the department of personnel.

WAC 357-58-135 Who can provide lump sum performance recognition payment to employees?

The director of the department of personnel or an agency that has received performance management confirmation for decentralized compensation administration may provide additional pay to employees on a lump sum basis. Such payment to an individual or group of employees is to recognize outstanding performance or the achievement of pre-defined work goals. Any pay granted under this section is a premium that is not part of the base salary.

WAC 357-58-140 Is there a limit to the amount an employee can receive for performance recognition pay?

Over an annual period, performance recognition pay may not exceed fifteen percent (15%) of an employee's annual base salary unless approved by the director of the department of personnel.

WAC 357-58-145 When may an agency authorize lump sum relocation compensation?

An agency director may authorize lump sum relocation compensation, within existing resources, whenever:

1. It is reasonably necessary that a person move his or her home to accept a transfer or appointment; or
2. It is necessary to successfully recruit or retain a qualified candidate or employee who will have to move his or her home in order to accept the position.

WAC 357-58-150 For what reasons may an employee be required to pay back the relocation payment?

If the employee receiving the relocation payment terminates or causes termination with the state within one year of the date of the appointment or transfer, that employee may be required to pay back the lump sum payment. Termination as a result of layoff, disability separation, or other good cause as determined by the agency director will not require the employee to repay the relocation compensation.

WAC 357-58-155 Must the agency develop written criteria for relocation compensation?

An agency must develop written criteria prior to authorizing lump sum relocation compensation. The criteria must include:

1. A description of the circumstances for which relocation compensation will be granted; and
2. The method that will be used to determine the amount of relocation compensation.

WAC 357-58-160 How are hours of work established for WMS employees?

Agencies must assign each WMS position to one of the overtime eligibility designations identified in the compensation plan and determine the position's work week.

For overtime-eligible employees, compensation must be in accordance with the following sections of chapter 357-28 WAC:

WAC 357-28-245

WAC 357-28-250

WAC 357-28-255

WAC 357-28-260

WAC 357-28-265

WAC 357-28-275

WAC 357-28-280

WAC 357-28-285

WAC 357-58-165 Do WMS employees receive leave benefits?

Leave accrual, leave usage, and paid holidays for WMS employees must be in accordance with chapter 357-31 WAC.

WAC 357-58-170 What about other pay issues?

Each agency may establish policies and practices for additional compensation such as shift differential, call back pay, and standby pay in accordance with the provisions of chapter 357-28 WAC.

WAC 357-58-175 Can an employer authorize lump sum vacation leave or accelerate vacation leave accrual rates to support the recruitment and/or retention of an incumbent or candidate for a WMS position?

In addition to the vacation leave accruals as provided in WAC 357-31-165, an employer may authorize additional vacation leave as follows to support the recruitment and/or retention of an incumbent or candidate for a specific WMS position:

Employers may authorize an accelerated accrual rate for an incumbent or candidate; and/or

Employers may authorize a lump sum accrual of up to 80 hours of vacation leave for the incumbent or candidate.

Vacation leave accrued under this section must be used in accordance with the leave provisions of chapter 357-31 WAC and cannot be used until the employee has completed six continuous months of service.

WAC 357-58-180 Must an agency have a policy regarding authorization of additional leave to support the recruitment of a candidate or the retention of an incumbent for a WMS position?

In order to authorize additional leave for the recruitment and/or retention of a candidate or incumbent for a WMS position, an agency must have a written policy that:

1. Identifies the reasons for which the employer may authorize additional leave; and
2. Requires that lump sum accruals only be granted after services have been rendered in accordance with express conditions established by the employer.

WAC 357-58-185 Must an agency develop a recruitment and selection policy and/or procedure for WMS positions?

Each agency must develop a recruitment and selection policy and/or procedure that will best meet client, employee, management, and organizational needs. The policy and/or procedure must address filling positions and employee movement.

The policy and procedures for recruitment and selection must be inherently flexible and permit methods and strategies to be varied and customized for each recruitment and selection need.

WAC 357-58-190 What must be addressed in agency's WMS recruitment and selection policy and/or procedure?

An agency's WMS recruitment and selection policy must:

- Provide for the ability to consider any or all qualified candidates for hire, promotion, or internal movement;

- Ensure that hiring decisions are fair, objective, and based on the evaluation of leadership and other job related competencies and characteristics required for successful job performance and performance management;

- Support workforce diversity and affirmative action goals;

- Consider the career development of the agency's employees and other state employees;

- Ensure that hiring decisions are not based on patronage or political affiliation;

- Ensure compliance with state and federal laws relating to employee selection and nondiscrimination;

- Encourage decentralized and regional administration of the recruitment and selection processes when it is appropriate for the agency.

WAC 357-58-195 Are employers required to grant promotional preference when filling WMS positions?

Agencies are not required to grant promotional preference when recruiting and selecting for WMS positions. However, an agency may determine, on an individual position basis, if it is in the organization's best interest to limit the candidate pool to promotional candidates. The agency defines who qualifies as a promotional candidate.

WAC 357-58-200 How may transfers occur?

At any time, an employee and the affected agency or agencies may agree to the transfer of a WMS employee within an agency or between agencies.

WAC 357-58-205 Under what conditions may an employer reassign a WMS employee?

At any time, an agency may reassign an employee or a position and it's incumbent to meet client or organizational needs. If the new location is within a reasonable commute, as defined by the agency, the employee must accept the reassignment.

If the reassignment is beyond a reasonable commute and the employee does not agree to the reassignment, the employee has layoff rights in accordance with this chapter.

WAC 357-58-210 When may a WMS employee transfer to a WGS position and vice versa?

A permanent employee may transfer from a WMS position to a WGS position if his/her salary is within the salary range of the WGS position.

A permanent employee may transfer from a WGS position to a WMS position if his/her salary is within the management band assigned to the WMS position.

WAC 357-58-215 May a permanent WMS employee voluntarily demote to a WGS position?

A permanent WMS employee may voluntarily demote from a WMS position to a WGS position at a lower base salary than his/her current position.

WAC 357-58-220 May a permanent WMS employee accept a nonpermanent appointment in the WGS?

A permanent WMS employee may accept a nonpermanent appointment to a WGS position as provided in chapter 357-19 WAC.

WAC 357-58-225 What return rights must an employer provide to a permanent WMS employee who accepts a nonpermanent appointment to WGS position?

When a permanent WMS employee has accepted a nonpermanent appointment to a WGS position within the **same** agency and the nonpermanent appointment ends, the agency must at a minimum provide the employee the layoff rights of his/her permanent WMS position. If returning to a permanent WMS position the employee's salary must not be less than the salary of the previously held permanent WMS position.

When a permanent WMS employee has accepted a nonpermanent appointment to a WGS within a **different** agency, the original agency must provide layoff rights as specified in subsection (1) of this section for six (6) months from the time the employee is appointed. Any return right after six (6) months is negotiable between the employee and agency and must be agreed to prior to the employee accepting the nonpermanent appointment. If the employee does not return on the agreed upon date, the employee can request placement in the general government transition pool per WAC 357-46-095.

In lieu of the rights provided in subsection (1) or (2) of this section, the agency and the employee may agree to other terms.

WAC 357-58-230 May a WMS employee accept an appointment to a project WGS position and does the employee have any return right to his/her permanent WMS position?

A permanent WMS employee may accept an appointment to a project WGS position as provided in chapter 357-19 WAC. Any right to return to the employee's permanent WMS position is negotiable between the employer and employee and must be agreed to prior to the employee accepting the project WGS position. If no return right is agreed to, the employee has the rights provided by chapter 357-46 WAC upon layoff from the project.

WAC 357-58-235 May employers create WMS positions in projects?

Employers may designate project positions that meet the definition of manager as project WMS positions.

WAC 357-58-240 What are the notification requirements for appointing an employee to a project WMS position?

An employee appointed to a project WMS position must be notified, in writing, of the status of the appointment and the expected ending date of the position.

WAC 357-58-245 Must an employee appointed to a project WMS position serve a review period?

An employee who does not have permanent status in classified service must serve a review period when appointed to a project WMS position. The employee gains permanent status upon completion of the review period.

Permanent employees who promote to a project WMS position must serve a review period.

WAC 357-58-250 Must an employee who transfers or voluntarily demotes to a project WMS position serve a review period?

An appointing authority may require an employee who transfers or voluntarily demotes to a project WMS position to serve a review period.

WAC 357-58-255 May a permanent WMS employee accept a project appointment within WMS and does the employee have any return rights to his/her permanent WMS position?

A permanent WMS employee may accept an appointment to a project WMS position. Any right to return to the employee's permanent WMS position is negotiable between the employer and employee and must be agreed to prior to the employee accepting the project position. If no return right is

agreed to, the permanent employee has the rights provided by WAC 357-58-465 upon layoff from the project.

WAC 357-58-260 What happens to employees in project WMS positions at the conclusion of the project?

1. At the conclusion of an appointment to a project WMS position, the layoff provisions of this chapter apply.
2. In addition to the layoff rights provided by this chapter:
 - a. A permanent status employee who left a permanent WGS position to accept appointment to a project WMS position without a break in service has the additional rights provided by WAC 357-19-340; and
 - b. A permanent status employee who left a permanent WMS position may have additional rights negotiated under WAC 357-58-255.

WAC 357-58-265 When may an agency make an acting WMS appointment and what actions are required?

When necessary to meet organizational needs, an agency may make nonpermanent appointments in WMS. These appointments are called acting appointments. Prior to the acting appointment, the appointing authority must communicate in writing to the employee the anticipated length, intent, salary, and other conditions of the appointment.

WAC 357-58-270 Does time in an acting appointment count as time in the review period?

When an individual who is in an acting WMS appointment is subsequently appointed to a permanent WMS position, time spent in the acting appointment may count towards the review period for the permanent WMS position at the discretion of the appointing authority.

WAC 357-58-275 May a permanent WMS employee accept an acting WMS appointment and what are the employee's return rights at the conclusion of the acting appointment?

Permanent WMS employees may accept acting appointments to WMS positions.

1. When a permanent WMS employee has accepted an acting appointment within the **same** agency and the acting appointment ends, the agency must at a minimum provide the employee the layoff rights of his/her permanent WMS position. If returning to a permanent WMS position the employee's salary must not be less than the salary of the previously held permanent WMS position.

2. When a permanent WMS employee has accepted an acting appointment within a **different** agency, the original agency must provide layoff rights as specified in subsection (1) of this section for six (6) months from the time the employee is appointed. Any return right after six (6) months is negotiable between the employee and agency and must be agreed to prior to the employee accepting the acting appointment. If the employee does not return on the agreed upon date, the employee can request placement in the general government transition pool per WAC 357-46-095.
3. In lieu of the rights provided in subsection (1) or (2) of this section, the agency and the employee may agree to other terms.

WAC 357-58-280 How much notice must an employer give for ending an acting appointment?

The end date of an acting appointment may be set in the appointment letter. If the end date is not set in the appointment letter, the employer must give written notice of the termination date of the acting appointment. If the employee is a permanent state employee, the employer must provide at least fifteen (15) calendar days' notice. If the employee is not a permanent state employee, the employer must give one (1) work day's notice.

An acting appointment may be terminated immediately with pay in lieu of the one (1) work day of notice required for nonpermanent employees or the fifteen (15) calendar days' notice required for permanent employees.

For purposes of this rule, written notice may be provided using alternative methods such as e-mail, campus mail, the state mail service, or commercial parcel delivery in accordance with WAC 357-04-105.

WAC 357-58-285 When must a WMS employee serve a review period?

A review period **must** be served when:

1. A permanent employee promotes to a permanent WMS position or
2. An employee who does not have permanent status in the classified service is appointed to a permanent WMS position.

WAC 357-58-290 How long does the review period last?

Based on the nature of the job and the skills of the employee, the review period will be between twelve (12) and eighteen (18) months as determined by the appointing authority. At the time of the appointment, the appointing authority will inform the employee in writing of the length of the review period.

WAC 357-58-295 May a review period be extended beyond the initial time period?

Employers may extend the review period for an individual employee as long as the extension does not cause the total period to exceed 18 months. The employer must notify the employee in writing of the extension.

WAC 357-58-300 Does time spent on leave without pay or shared leave count towards completion of an employee's review period?

Time spent on leave without pay or shared leave counts towards completion of the employee's review period if the total time does not exceed one hundred seventy-four (174) hours. If the total time on leave without pay or shared leave exceeds one hundred seventy-four (174) hours the employer determines whether or not the time in excess of one hundred seventy-four (174) hours will count towards completion of the review period. . The granting of leave shall be in compliance with chapter 357-31 WAC and the Fair Labor Standards Act.

WAC 357-58-305 When does a WMS employee attain permanent status?

Upon successful completion of the review period, the employee will attain permanent status in the position.

WAC 357-58-310 When may a WMS employee who transfers or voluntarily demotes be required to serve a WMS review period?

An appointing authority may require an employee who transfers or voluntarily demotes to serve a review period.

WAC 357-58-315 When may an employee, who is promoted to another WMS position, in a different agency, while serving a review period, be required to serve a WMS review period?

An employee who is promoted to a different WMS position in a different agency during the review period will begin a new review period for the new position. The new employer may allow for some or all of the time served in the review period for the prior position to count towards the review period. The employee will not attain permanent status in the original position in the former agency unless agreed to in writing by the employers in both agencies.

WAC 357-58-320 What happens when a WMS employee promotes to a new WMS position within the same agency while serving in a review period?

If a WMS employee is promoted to a different WMS position in the same agency during the review period, the following applies:

Time served in the initial review period counts towards the review period of the new position if the employer determines the positions are closely related.

The review period starts over if the employer determines the positions are not closely related.

WAC 357-58-325 When may a probationary or trial service period be served concurrently with the WMS review period?

An employee who is appointed to a WMS position from a WGS position in the same agency while serving a probationary or trial service period in the same or similar occupational field may serve the trial service or probationary period concurrently with the review period. At the discretion of the employer, the employee may attain permanent status in the previous job classification once the original probationary or trial service period concludes.

The new employer may allow for some or all of the time served in the review period for the prior position to count towards the review period. The employee will not attain permanent status in the original position in the former agency unless agreed to in writing by the employers in both agencies.

WAC 357-58-330 What happens when a general service employee serving a probationary or trial service period is appointed to a WMS position in a different agency?

If agreed to in writing by the employers in both agencies, a WGS employee who is appointed to a WMS position while serving in a probationary or trial service period may serve the probationary or trial service period concurrently with the WMS review period. The employee will attain permanent status in the original WGS position upon completion of the probationary or trial service period.

WAC 357-58-335 When a WMS employee is promoted in the same position as a result of additional new duties, is a review period required?

The agency may require a review period when the employee remains in the same position and receives a promotion as a result of additional new duties.

WAC 357-58-340 When does reversion take place during a review period?

During the review period, the appointing authority may separate or revert the employee from the position with written notification of the effective date.

WAC 357-58-345 When a permanent WMS employee does not complete the review period, what reversion rights does the employee have?

When a WMS permanent employee is appointed to a WMS position and reverted during the review period, the current employing agency at the time of reversion must place the employee in a vacant funded WMS position for which the employee is qualified, and that is comparable to the employee's position and salary prior to the last WMS appointment. If no vacant funded positions are available, the agency must place the employee in a WMS position for which the employee is qualified and which is similar to the employee's previous position and salary. If the reversion of the employee causes the total number of employees to exceed the total number of positions to be filled, the employer may implement a layoff.

WAC 357-58-350 When a permanent WGS employee does not complete the review period for a WMS position, what reversion rights does the employee have?

When a permanent WGS employee is appointed to a WMS position and is reverted during the review period, the employee has reversion rights with the current employer at the time of reversion in accordance with WAC 357-19-115, 357-19-117, and 357-19-120.

WAC 357-58-355 Can an employee voluntarily revert during a review period?

Within the first 30 calendar days of any review period, an employee may request to voluntarily revert to his/her former agency. If the former agency authorizes the reversion, the agency must place the employee in a vacant funded WMS position for which the employee is qualified, and that is comparable to the employee's position and salary prior to the last WMS appointment.

WAC 357-58-360 May a reverted employee and an agency come to mutual agreement on reversion placement?

Nothing in this section precludes agencies and the reverted employee from reaching mutual agreement on placement of a reverted employee within the WMS or within the WGS if permitted by the respective rules.

WAC 357-58-365 Does a WMS employee who does not have permanent status in the classified service have reversion rights?

A WMS employee who is separated prior to completing the review period and has not gained permanent status in the classified service has no reversion rights.

WAC 357-58-370 Are there any appeal rights for reversion or separation during the review period?

Employees may not appeal reversion or separation during the review period.

WAC 357-58-375 When permanent WMS employees promote or demote to positions in the general service and fail to complete the trial service period what reversion rights do permanent WMS employees have?

When a WMS permanent employee **promotes** to a WGS position within the **same** agency and is reverted during the trial service, the agency must place the employee in a vacant funded WMS position for which the employee is qualified, and that is comparable to the employee's position and salary prior to the WGS appointment. If no vacant funded positions are available, the agency must place the employee in a WMS position for which the employee is qualified and which is similar to the employee's previous position and salary. If the reversion of the employee causes the total number of employees to exceed the total number of positions to be filled, the employer may implement a layoff.

When a WMS permanent employee **demotes** to a WGS position in the **same** agency and is reverted during the trial service period the agency must place the employee in a vacant funded WMS position for which the employee is qualified and with a salary that is equal to or less than the salary range maximum of the class from which the employee is reverting. If the reversion of the employee causes the total number of employees to exceed the total number of positions to be filled, the employer may implement a layoff.

When a WMS permanent employee **promotes or demotes** to a WGS position in a **different** agency and is reverted during the trial service period, the employer may separate the employee by providing fifteen (15) calendar days' written notice. The employee may apply for the general government transition pool.

WAC 357-58-385 What is the responsibility of general government employers to provide training and development to WMS employees?

In addition to those responsibilities identified in chapter 357-34 WAC, general government employers must provide WMS development and training opportunities specifically designed to refine and broaden managerial knowledge and leadership competencies. Diversity, performance management, and education for managing employees in a civil service system must be part of this training. WMS employees must complete the core curriculum on leadership competencies as determined by the department of personnel within eighteen (18) months of being appointed to a WMS position.

WAC 357-58-390 What is the responsibility of WMS managers?

In addition to those responsibilities identified in chapter 357-34 WAC, WMS employees are responsible for seeking out and fully participating in opportunities to enhance their managerial knowledge and leadership competencies to implement and emphasize performance management, model efficient leadership in changing work situations, reduce potential liability claims and manage in a civil service environment.

WAC 357-58-395 What will be the role of the department of personnel?

The department of personnel shall assist state agencies by providing a quality developmental and leadership training program and consultative and technical assistance to help agencies address the development needs of their managers.

WAC 357-58-400 How does each agency deal with developmental needs of managers?

Each agency must ensure that the development needs of managers are incorporated into the agency's development and training plan. Each agency is responsible for periodic evaluations of its plan.

WAC 357-58-405 In addition to the requirements of chapter 357-37 WAC, what must the performance management process focus on for WMS employees?

For WMS employees, the performance management process must satisfy the requirements of chapter 357-37 WAC and focus on:

- Fostering employee competence, leadership and productivity,
- Supporting achievement of organizational goals and objectives, and
- Holding managers accountable for achieving programmatic results and helping to build a performance based culture that will enable workforce success.

WAC 357-58-410 When and how often must performance feedback be provided to a WMS employee through the formal evaluation process?

Employers must provide feedback and formally evaluate the performance of WMS employees during the review period and annually thereafter.

WAC 357-58-415 What forms and procedures must employers use to plan for and evaluate the performance of managers?

Agencies must use standardized employee performance planning and evaluation procedures and forms developed by the director or alternate procedures and forms approved by the director.

WAC 357-58-420 May employers supplement the standardized performance evaluation procedures and forms?

Agencies may tailor or supplement the managerial evaluation system to fulfill agency-unique needs, provided the emphasis is placed on:

1. Assessment of those leadership competencies that are critical to effective management in a performance-based environment;
2. Planning for development and training in leadership competencies;
3. Collaboration and communication between the supervisor and managerial employee during the performance planning and evaluation process;
4. Planning for and assessment of results; and
5. Preparation of a performance management and development plan.

WAC 357-58-425 Can an employer factor performance into compensation and layoff decisions for WMS employees?

A general government employer may factor an employee's performance into compensation and layoff decisions if the employer has received performance management confirmation.

WAC 357-58-430 How does an employer receive performance management confirmation which enables them to factor performance into compensation and layoff decisions for WMS employees?

Employers may request performance management confirmation from the director of the department of personnel for WMS employees. The director of the department of personnel will use the elements listed in WAC 357-58-435 to assess and evaluate an employer's readiness to fairly and objectively factor performance into compensation, recognition leave and layoff decisions. If the director of the department of personnel determines that the employer has developed a performance management program that encompasses the necessary elements, the employer will be granted performance management confirmation.

WAC 357-58-435 What elements will the director of the department of personnel evaluate to determine if an employer should be granted performance management confirmation?

The director of the department of personnel will evaluate the following elements to determine if an employer should receive performance management confirmation:

1. Executive commitment to a performance-based culture;
2. Present status of performance management in the organization;
3. Defined roles and responsibilities for implementing and sustaining a performance management system;
4. Policy and process for holding managers accountable for properly carrying out their roles and responsibilities in performance management;
5. Internal policies and procedures for a performance management system;

6. Strategy for communicating to employees regarding policies, procedures, and timelines for performance management;
7. Performance management orientation and training for managers and supervisors;
8. Internal mechanisms for managing funding for performance-based compensation;
9. Implementation of a performance and development plan for all employees subject to performance factor decisions; and
10. Process for monitoring and measuring success.

WAC 357-58-440 How may an employer layoff WMS employees and what notice is required?

WMS employees may be separated without prejudice due to layoff in accordance with the statutes and the agency's layoff procedure.

Permanent WMS employees must receive at least fifteen (15) calendar days' written notice of layoff, except when the employer and employee agree to waive the fifteen-day notice. Notice of layoff must include the reason or basis for layoff and the employee's right to appeal the layoff.

WMS employees without permanent status must receive at least one (1) calendar day's written notice of layoff.

WAC 357-58-445 What are the reasons for layoff?

Employees may be laid off without prejudice according to layoff procedures that are consistent with these rules.

The reasons for layoff include, but are not limited to, the following:

Lack of funds

Lack of work; or

Organizational change.

Examples of layoff actions due to lack of work may include, but are not limited to:

Termination of a project or special employment;

Availability of fewer positions than there are employees entitled to such positions;

Elimination of a position when the work of the position has been competitively contracted;
or

Employee's ineligibility to continue in a position which has been reallocated to the WGS.

WAC 357-58-450 How does a WMS employee return from an exempt appointment?

When an exempt employee has the right to return under WAC 357-04-030 to a WMS position the return will be accomplished as provided in WAC 357-19-195 and 357-19-200.

WAC 357-58-455 How does an employer implement a layoff action?

The employer is required to have a layoff procedure. When an employer determines a layoff is necessary, the layoff procedure must be followed. The layoff procedure must be available either electronically or in writing to employees subject to layoff.

WAC 357-58-460 What must be included in the employer's layoff procedure?

The employer's layoff procedure must:

1. Identify clearly defined layoff unit(s) that minimize disruption of the employer's total operation and provide options to employees scheduled for layoff;

Employers may establish separate and exclusive layoff units for project employment or special employment programs.

2. Provide opportunities to avoid or minimize layoff, such as transfers, voluntary demotion, voluntary reduced work schedule, or voluntary leave without pay;
3. Require the appointing authority to provide written notice of layoff to employees in accordance with WAC 357-58-440.
4. Provide layoff options for permanent employees being laid off in accordance with WAC 357-58-465. Only employers who have performance confirmation can consider performance in determining layoff options;
5. Address the timeframe in which employees must select a layoff option;
6. Identify the employer's legitimate business requirements if the employer is going to consider those requirements in determining layoff options under WAC 357-58-465;

Legitimate business requirements may include requirements such as circumstances or characteristics that render a position uniquely sensitive to disruption in continuity such as meeting critical deadlines, continuity in patient care, or research progress.

7. Describe how employment retention ratings will be calculated, including options for factoring performance into ratings; and
8. Specify how the employer will break ties when more than one employee has the same employment retention rating.

WAC 357-58-465 What option does a permanent WMS employee have to take a position when the employee is scheduled for layoff?

1. Within the layoff unit, a permanent WMS employee scheduled for layoff must be offered the option to take a position, if available, that meets the following criteria:
 - a. The employee has the required competencies for the position.
 - b. The WMS position is at the same salary standard and/or evaluation points. If no option to a position with the same salary standard and/or evaluation points is available, the employer must consider other WMS positions with a lower salary standard and/or evaluation points, or general service positions in classes in which the employee has held permanent status, in descending salary order. At the agency's discretion, the employee may be offered a vacant position at higher evaluation points.
2. The position is funded and vacant, or if no vacant position is available, the position is occupied by the employee with the lowest retention rating. If a permanent employee has no option available under subsection (1) of this section, the employer must determine if there is an acting position in the layoff unit for which the employee is qualified.

WAC 357-58-470 How does an employer determine an employee's employment retention rating?

The employer determines an employee's employment retention rating using seniority as calculated in WAC 357-46-055. Employers with performance management confirmation may consider properly documented performance in addition to seniority. If performance is not considered, an employee's employment retention rating is equal to the employee's seniority.

WAC 357-58-475 Does a veteran receive any preference in layoff?

1. An eligible veteran receives a preference by having his/her seniority increased. This is done by adding the eligible veteran's total active military service, not to exceed five (5) years, to his/her unbroken service date.
2. An eligible veteran is defined as any permanent employee who:
 - a. Has one or more years in active military service in any branch of the armed forces of the United States or who has less than one year's service and is discharged with a disability incurred in the line of duty or is discharged at the convenience of the government; and
 - b. Has received, upon termination of such service:
 - i. An honorable discharge;

- ii. A discharge for physical reasons with an honorable record; or
 - iii. A release from active military service with evidence of service other than that for which an undesirable, bad conduct, or dishonorable discharge is given.
- 3. An "eligible veteran" does not include any person who as a veteran voluntarily retired with twenty (20) or more years' active military service and has military retirement pay in excess of five hundred dollars per month.
- 4. The unmarried widow/widower of an eligible veteran is entitled to veteran's seniority preference for up to five (5) years as outlined in subsection (1) and (2) of this section regardless of whether the veteran had at least one (1) year of active military service.

WAC 357-58-480 What provisions govern separation due to disability for WMS employees?

WMS employees may be separated due to disability in accordance with WAC 357-46-160, 357-46-165, 357-46-170, and 357-46-175.

WAC 357-58-485 What provisions govern non-disciplinary separation for WMS employees?

Employers may separate WMS employees for non-disciplinary reasons in accordance with WAC 357-46-195, 357-46-200, and 357-46-205.

WAC 357-58-490 What provisions govern separation for unauthorized absence for WMS employees?

Employers may separate WMS Employees for unauthorized absence in accordance with WAC 357-46-210, 357-46-215, 357-46-220 and 357-46-225.

WAC 357-58-500 May an employee request withdrawal of his/her resignation?

An appointing authority or employing official may permit withdrawal of a resignation at any time prior to the effective date

WAC 357-58-505 Does a WMS employee have appeal rights?

Any permanent WMS employee who is laid off, dismissed, suspended, demoted, separated, whose position has been reassigned beyond a reasonable commute without agreeing to the reassignment, or whose base salary is reduced may appeal in accordance with chapter 357-52 WAC

WAC 357-58-510 Can the agency's decision regarding which WMS position to eliminate in a layoff action be appealed?

The agency's decision regarding which WMS position to eliminate in a layoff is not subject to appeal.

WAC 357-58-515 When a WMS employee disagrees with an employer's action, can the employee request the employer reconsider the action that was taken?

Each agency will develop procedures to reconsider agency actions at the request of the employee. The agency's procedure must identify those actions for which an employee may request reconsideration. At a minimum, the agency's procedure must allow an employee to request reconsideration of the following:

1. Salary adjustment (or lack thereof) when the responsibilities of the permanent employee's position have been changed.
2. Placement following reversion of a permanent employee.
3. Decisions about whether or not a position is included in the WMS. When reconsidering decisions concerning inclusion in WMS the following apply:
 - a. The final agency-internal decision must be made by the agency director or designee.
 - b. If the incumbent disagrees with the agency director/designee's decision, he/she may request a director's review by the director of the department of personnel, as long as such request is made within fifteen (15) calendar days of notification of the decision. Such review will be limited to relevant documents and information and will be final.

WAC 357-58-520 What requirements must be included in the agency's WMS reconsideration procedures?

In developing and administering the agency's WMS reconsideration procedures, the agency will adhere to the following:

1. Reconsideration must be limited to a maximum of three (3) levels within the agency.
2. Reconsideration may be limited to an examination of documentation and other relevant information. Agency decisions should be prompt.
3. Reconsideration of an agency action will be done by the agency director or designee.

WAC 357-58-525 How does the employee request reconsideration of an agency action?

Employee requests for reconsideration of an agency action must be in writing and requested within fifteen (15) calendar days of the action or notification or awareness (whichever was first) of the action.

WAC 357-58-530 What is the responsibility of agencies to track and analyze requests for reconsideration of agency actions?

Each agency must:

1. Maintain a record of the number, nature, and outcome of employee requests for reconsideration of an agency action.
2. Identify and act upon any patterns or trends that signal problems or development or training needs among its managers.

WAC 357-58-540 What type of records are agencies required to keep for WMS employees?

Each agency will maintain records of employees in the WMS. The records will identify employees as members of the WMS, including position numbers and position titles and will track all personnel actions related to them. Agencies will be responsible for collecting statistical information on WMS personnel regarding diversity, applicant flow, and appointments following each selection.

WAC 357-58-545 Does the director of the department of personnel have the right to review an agency's administration of WMS?

Under the authority of RCW 41.06.130 and 41.06.500, the director of the department of personnel retains the right to review:

1. An agency's administration of the WMS program; and
2. Any action taken by an agency under chapter 357-58 WAC.